1980-1981 administrative compensation survey

CUPA

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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1980-1981 administrative compensation survey

By
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1980-1981 ADMINISTRATIVE COMPENSATION SURVEY
By James Bryan, U. E. Landauer, Jan Miller, Stephen S. Miller, David Roots
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The production of the 1980-81 Administrative Compensation Survey Report was not confined to the CUPA leadership -- the Board of Directors, the Council on Wage and Salary Administration, the staff -- alone.

The 1980-81 Survey Report is timelier, and includes improved and more meaningful data than past Reports. The credit for this is in large part due to the involvement, tenacity and devotion of the staff at the University of Pittsburgh's Social Science Information Utilization Laboratory (computer center), where data processing and retrieval have been conducted since 1977. Staff at the University of Pittsburgh deserving special recognition and appreciation are:

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MANAGEMENT AND SUPERVISION	-	Jan P. Miller

Traditionally the Survey is shepherded by CUPA's Council on Wage and Salary Administration which presently includes:

James Bryan, Chair, Director of Personnel Services, Delaware County Community College

Duane Elvin, Director of Personnel, Macalester College

Edward C. Hayes, Manager, Compensation Plans and Personnel Information System, University of Michigan

Elmer E. McGettigan, Manager of Compensation, Temple University

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Finally, I want to thank the CUPA Headquarters Office Staff, in particular Deborah Reese and Sandy Shapiro, for their willingness to contribute the maximum effort to make this year's Survey the best CUPA has prepared to date.

Stephen S. Miller
Executive Director

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9	All Universities	Unspecified	Unspecified	Unspecified
10	University	Unspecified	2,499 or less	Unspecified
11	University	Unspecified	2,500-4,999	Unspecified
12	University	Unspecified	5,000-9,999	Unspecified
13	University	Unspecified	10,000-19,999	Unspecified
14	University	Unspecified	20,000 or more	Unspecified
15	University	Public	4,999 or less	Unspecified
16	University	Public	5,000-9,999	Unspecified
17	University	Public	10,000-19,999	Unspecified
18	University	Public	20,000 or more	Unspecified
19	University	Private	2,499 or less	Unspecified
20	University	Private	2,500-4,999	Unspecified
21	University	Private	5,000 or more	Unspecified
22	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
23	4-Year Colleges	Unspecified	499 or less	Unspecified
24	4-Year Colleges	Unspecified	500-999	Unspecified
25	4-Year Colleges	Unspecified	1,000-2,499	Unspecified
26	4-Year Colleges	Unspecified	2,500-4,999	Unspecified
27	4-Year Colleges	Unspecified	5,000 or more	Unspecified
28	4-Year Colleges	Public	2,499 or less	Unspecified
29	4-Year Colleges	Public	2,500-4,999	Unspecified
30	4-Year Colleges	Public	5,000 or more	Unspecified
31	4-Year Colleges	Private	499 or less	Unspecified
32	4-Year Colleges	Private	500-999	Unspecified
33	4-Year Colleges	Private	1,000-2,499	Unspecified
34	4-Year Colleges	Private	2,500 or more	Unspecified

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Table Number	Institutional Classification	Sector	Enrollment	Budget Range
35	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
36	2-Year Colleges	Unspecified	499 or less	Unspecified
37	2-Year Colleges	Unspecified	500-999	Unspecified
38	2-Year Colleges	Unspecified	1,000-2,499	Unspecified
39	2-Year Colleges	Unspecified	2,500-4,999	Unspecified
40	2-Year Colleges	Unspecified	5,000-9,999	Unspecified
41	2-Year Colleges	Unspecified	10,000 or more	Unspecified
42	2-Year Colleges	Public	499 or less	Unspecified
43	2-Year Colleges	Public	500-999	Unspecified
44	2-Year Colleges	Public	1,000-2,499	Unspecified
45	2-Year Colleges	Public	2,500-4,999	Unspecified
46	2-Year Colleges	Public	5,000-9,999	Unspecified
47	2-Year Colleges	Public	10,000 or more	Unspecified
48	2-Year Colleges	Private	499 or less	Unspecified
49	2-Year Colleges	Private	500 or more	Unspecified
50	University	Unspecified	Unspecified	$7,499,999 or less
51	University	Unspecified	Unspecified	$7,500,000-$14,999,999
52	University	Unspecified	Unspecified	$15,000,000-$29,999,999
53	University	Unspecified	Unspecified	$30,000,000-$49,999,999
54	University	Unspecified	Unspecified	$50,000,000 or more
55	4-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
56	4-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
57	4-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
58	4-Year Colleges	Unspecified	Unspecified	$5,000,000-$9,999,999
59	4-Year Colleges	Unspecified	Unspecified	$10,000,000 or more
60	4-Year Colleges	Private	Unspecified	$1,499,999 or less
61	4-Year Colleges	Private	Unspecified	$1,500,000-$2,499,999
62	4-Year Colleges	Private	Unspecified	$2,500,000-$4,999,999
63	4-Year Colleges	Private	Unspecified	$5,000,000-$7,499,999
64	4-Year Colleges	Private	Unspecified	$7,500,000-$9,999,999
65	4-Year Colleges	Private	Unspecified	$10,000,000 or more
66	2-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
67	2-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
68	2-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
69	2-Year Colleges	Unspecified	Unspecified	$5,000,000-$9,999,999
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INTRODUCTION

The 1980-81 Administrative Compensation Survey represents the fourth year that the College and University Personnel Association (CUPA) has conducted this salary survey on an annual basis. Previous studies were conducted every two years. Each new year's Survey allows us to learn more about the salary data requirements of higher education and, thus, make appropriate modifications and additions to improve both the Survey instrument and the final annual Survey Report.

This year's Survey focused on expanding the data base by increasing the number of positions in the Survey and the number of participating institutions. To that end, the 1980-81 Survey covers 89 positions compared with 77 in the 1979-80 Survey. In addition, the number of responding institutions increased (as it has each year) to 1,557 -- a new record. Another objective of this year's Survey was to add several new tables to enhance the usefulness of the Report. The new tables include:

Private Independent Institutions;
Private Religious Institutions;
Theological Seminaries;
Medical Schools/Centers;
Traditionally Black Institutions;
Comparison of Inside/Outside Hires;
Comparison of Non-Minorities and Minorities;
Comparison of Males and Females;
Four Year Salary Trend Comparison.

CUPA is confident that these recent refinements in the Survey better serve the needs of higher education management. We hope that with each annual Survey we learn more about your needs so that we can continue to make additional improvements that respond to higher education's growing need for timely management information. And as always, we urge you to apprise us of any suggestions you may have.

I. 1980-81 SURVEY

RESPONDENTS

Survey questionnaires were sent to 3,190 postsecondary institutions, of which 1,587 responded. An alphabetical schedule of respondents appears in Appendix B, which also indicates each institution's classification (university, four-year college, two-year college, and other) and source of support (public and private).

The 1980-81 Survey Report is based on 1,557 usable responses which is a marked increase over the 1,383 institutional responses included in the 1979-80 Report. A three-year profile of changes in the types of responding institutions included in the Survey Report are displayed in the following table:

Respondent Classification	1978-79 Survey	1979-80 Survey	1980-81 Survey
Universities	353	359	412
Four-year Colleges	481	487	563
Two-year Colleges	410	416	473
Other	84	121	109
	1328	1383	1557

As regards source of support, composition of the Survey group has not changed materially over the three year period:

Institutional Classification	Support Source: Public 1978-79	Public 1979-80	Public 1980-81	Private 1978-79	Private 1979-80	Private 1980-81	All 1978-79	All 1979-80	All 1980-81
Universities	250	249	273	103	110	139	353	359	412
Four-year Colleges	98	106	124	383	381	439	481	487	563
Two-year Colleges	365	370	425	45	46	48	410	416	473
Others	28	42	31	56	79	78	84	121	109
Total	741 (56%)	767 (55.5%)	853 (54.8%)	587 (44%)	616 (44.5%)	704 (45.2%)	1328 (100%)	1383 (100%)	1557 (100%)

CHANGES FROM 1979-80 SURVEY

The 1980-81 Survey document reflects a continuing effort to initiate timely modifications in response to input from Survey respondents and others close to CUPA. These modifications reflect such factors as significant increases in the reporting of selected positions, the addition/elimination of some tables, etc.

Changes to note are as follows:

- The twelve (12) positions below were added.

  15.0 Director, Church Relations
  16.0 Director, Learning Resources Center
  19.0 Director, Educational Media Services
  21.0 Director, Special and Deferred Gifts
  26.0 Director, Internal Audit
  27.0 Bursar
  34.0 Director, News Bureau
  37.0 Director, Foreign Students
  38.0 Director, International Studies Education
  46.0 Director, Campus Recreation/Intramurals
  67.0 Dean, Experimental Programs
  77.0 Dean, Mathematics

- The position title below was revised.

  87.0 Dean, Special Programs

(**PLEASE NOTE**: As a result of these modifications and the re-ordering of positions, current position numbers are different from those appearing in the 1979-80 Survey Report and care should be exercised in making comparisons between past Surveys and the 1980-81 Report.)

- The tables indicating Median Salary Levels as a function of Chief Executive Officer median salaries as characterized by "enrollment" and "budget" were eliminated.

- The nine (9) new tables below were added.

Table 4	Private Independent Institutions
Table 5	Private Religious Institutions
Table 6	Theological Seminaries
Table 7	Medical Schools or Centers
Table 8	Traditionally Black Institutions
Table 77	Comparisons of Inside Hires and Outside Hires
Table 78	Comparisons of Non-Minorities and Minorities
Table 79	Comparisons of Males and Females
Table 80	Four Year Salary Comparisons

SURVEY METHODS

The same general approach in collecting the data has applied each year the CUPA Survey has been made. The Survey form and instructions for reporting the data, along with summary descriptions of the positions for which the data was sought, were mailed to the president of every postsecondary institution represented in the U.S. Department of Education's National Center for Education Statistics Education Directory, Colleges and Universities 1979-80, accompanied by a letter inviting the institution's participation. Appendix C comprises the form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number in order to ensure confidentiality. To further assure confidentiality, positions with less than five responses are not reported. Assurance of confidentiality has been a major factor in fostering the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups, confidentiality is maintained by the application of two rules: first, the special order must sample 10 or more institutions; second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries were those in effect during the Fall of 1980.

- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.

- Enrollment and budget amounts are for the operating year 1979-80.

  Enrollment is stated in terms of equivalent full-time students.

- Budgets include amounts for current educational and general operations (including research funds), but not student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.

- The FIRST QUARTILE (Q1 on the Tables) divides salaries above the median into two 25 percent segments.

- Q1 and Q3, therefore, mark the interquartile range; half of all salaries – the middle 50 percent – fall within this range.

III. SALARY SURVEY COMMENTS

SALARY INCREASES

For positions included in both the 1979-80 and 1980-81 surveys, median salaries rose by the following average percentages:

Source of Support	Increase Over 1979-80
Public	7.4%
Private	10.0%
All Institutions	8.7%

Within different families of positions, median salaries in all institutions increased as follows:

Job Family	Increase Over 1979-80
Academic Affairs	9.3%
Administrative Affairs	8.9%
External Affairs	11.1%
Student Affairs	7.8%

REGIONAL SUMMARIES

Tables 71 through 76 show medians and interquartile ranges for each of CUPA's six geographic regions. (NOTE: This Survey reflects for the last time six CUPA regions. During mid-1980 the Western Region merged with the Southwest. Future Surveys will identify the two as the Southwestern Region.)

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 77 compares median salaries of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired from outside.

Incumbents are fairly evenly divided between the two sources. Median salaries of those promoted or transferred from within average 4.7% higher.

NON-MINORITIES VS. MINORITIES

Median salaries in all institutions for non-minority and minority incumbents are shown on Table 78. Minority salaries average 10.2% lower. Average years of service of minorities in their present positions are 20% lower than those of non-minority incumbents.

For institutions other than those classified as traditionally black, the differential is 6.2%.

MALE VS. FEMALE

Table 79 lists median salaries of male and female incumbents in all institutions. Women's salaries are lower; the average differential between medians is 26.0%. Average service of female incumbents is 30% less than that of males.

For positions which were included in both the 1979-80 and 1980-81 surveys, the number of women reported increased by 13.1%, the increase in total male incumbents was 6.7%.

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases in all institutions since the 1977-78 Survey are shown on Table 80 for positions which were included in all four Survey years. A final column indicates the compound rate of change over the four-year period.

On average, median salaries for all positions increased by 25.0% since 1977 – equivalent to an annual rate of 7.7%.

MEDIAN SALARIES AS PERCENTAGE OF CHIEF EXECUTIVE OFFICER SALARY

Tables 81 through 86 translate median and interquartile range salaries into percentages of the Chief Executive Officer's salary. The percentages are computed from median and quartile salaries shown in other tables, and not from the relationships in each institution.

Tables showing percentage relationships for institutions of different size have not been included in this year's report. These percentages have shown little fluctuation since they were first presented. Generally, the percentages are higher in institutions with greater enrollment or higher budgets.

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each Survey position is tabulated in Appendix A. The mean (arithmetic average) salary for all institutions is shown at the bottom of each column in the tables.

IV. SPECIAL STUDY INFORMATION

The tables which follow summarize the compensation data which have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information which meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included, to maintain confidentiality of information);
- Institutions with specified enrollment, budget, faculty or professional staff size;
- Institutions within a given geographic area.

In effect, any of the institutional characteristics reported on the Survey questionnaire may be used to delimit the desired information – singly or in any combination. Furthermore, special studies can now cover three consecutive Survey years (1978-79, 1979-80, 1980-81).

Similarly, the positions on which data is requested can consist of:

- One position;
- Positions at a specified organizational level (e.g., those reporting to the Chief Executive Officer);
- One or more functions, such as Student Affairs, Finance, etc.).

The Special Study Order Form included with this Report provides further details on how to obtain additional information or order a special report. (See Appendix E.)

Table 1
ALL INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,557.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,100	$46,788	$67,655	143
2.0	Chief Executive Officer, Single Institution	$47,610	$39,782	$56,500	1,390
3.0	Executive Vice President	$39,000	$31,380	$48,555	373
4.0	Chief Academic Officer	$37,200	$30,125	$45,600	1,364
5.0	Chief Business Officer	$35,000	$27,977	$43,455	1,376
6.0	Chief Student Affairs Officer	$30,756	$24,878	$37,935	1,344
7.0	Chief Development Officer	$31,400	$25,600	$38,000	731
8.0	Chief Public Relations Officer	$24,500	$18,000	$32,750	739
9.0	Chief Planning Officer	$33,768	$27,731	$42,000	297
10.0	Director, Personnel/Human Resources	$26,474	$21,200	$33,587	635
11.0	Chief Health Professions Officer	$39,003	$26,800	$64,114	136
12.0	Chief Budgeting Officer	$30,324	$25,000	$37,000	411
13.0	Director, Legal Services	$35,000	$29,156	$44,900	177
14.0	Registrar	$23,151	$17,640	$28,728	1,284
15.0	Director, Church Relations	$19,000	$14,882	$24,360	133
16.0	Director, Learning Resources Center	$25,704	$20,418	$31,250	460
17.0	Director, Library Services	$26,035	$20,000	$33,419	1,233
18.0	Director, Computer Services	$27,000	$22,000	$33,450	946
19.0	Director, Educational Media Services	$22,000	$17,213	$28,916	427
20.0	Director, Institutional Research	$27,034	$22,044	$33,000	547
21.0	Director, Special and Deferred Gifts	$24,800	$20,440	$29,880	261
22.0	Administrator, Grants and Contracts	$27,571	$21,650	$34,500	449
23.0	Director, Affirmative Action/Equal Employment	$25,963	$21,314	$30,450	397
24.0	Director, Employee Training	$23,940	$18,792	$28,000	99
25.0	Comptroller	$27,000	$21,671	$33,100	873
26.0	Director, Internal Audit	$25,800	$21,000	$30,090	278
27.0	Bursar	$19,694	$16,000	$25,400	308
28.0	Director, Food Services	$22,125	$17,162	$27,144	415
29.0	Director, Physical Plant	$25,000	$19,726	$31,353	1,251
30.0	Director, Purchasing	$22,200	$17,540	$27,315	717
31.0	Director, Bookstore	$16,440	$12,265	$21,608	881
32.0	Director, Campus Security	$19,867	$15,400	$24,780	791
33.0	Director, Information Systems	$31,478	$26,100	$37,699	248
34.0	Director, News Bureau	$19,200	$15,100	$24,661	254
35.0	Director, Auxiliary Services	$28,000	$21,190	$34,000	293
36.0	Director, Admissions	$24,611	$20,000	$29,436	1,014
37.0	Director, Foreign Students	$20,601	$17,400	$25,342	230
38.0	Director, International Studies Education	$29,150	$24,217	$38,112	98
39.0	Director, Student Financial Aid	$20,733	$16,800	$25,500	1,266
40.0	Director, Student Placement	$20,671	$16,750	$25,292	913
41.0	Director, Student Counseling	$24,700	$19,741	$29,700	874
42.0	Director, Student Union	$21,600	$16,750	$26,739	570
43.0	Director, Student Health Services	$21,924	$15,225	$43,000	558
44.0	Director, Student Housing	$19,177	$14,580	$23,900	643
45.0	Director, Athletics	$28,050	$22,830	$34,386	875
46.0	Director, Campus Recreation/Intramurals	$19,639	$15,600	$25,011	323
47.0	Director, Alumni Affairs	$19,630	$15,249	$25,000	678
48.0	Director, Information Office	$21,809	$17,550	$27,593	449
49.0	Director, Community Services	$25,670	$21,060	$31,380	342
50.0	Administrator, Hospital Medical Center	$56,102	$42,800	$68,016	52
51.0	Chief Planning and Budget Officer	$36,500	$29,295	$46,500	90
52.0	Chief Development and Public Relations Officer	$32,497	$27,250	$41,300	188
53.0	Director, Personnel and Affirmative Action	$23,135	$18,000	$29,289	245
54.0	Director, Admissions and Financial Aid	$26,256	$20,900	$32,000	125
55.0	Director, Housing and Food Services	$32,000	$28,020	$37,400	50
56.0	Director, Development and Alumni Affairs	$27,756	$21,619	$32,000	99
57.0	Dean, Architecture	$44,954	$40,452	$50,000	61
58.0	Dean, Agriculture	$41,784	$30,205	$52,248	101
59.0	Dean, Arts and Letters	$36,060	$27,840	$41,280	101
60.0	Dean, Arts and Sciences	$39,000	$32,300	$45,500	398
61.0	Dean, Business	$37,163	$29,472	$45,620	596
62.0	Dean, Communications	$32,212	$26,829	$41,600	114
63.0	Dean, Continuing Education	$31,317	$25,025	$37,980	544
64.0	Dean, Dentistry	$60,000	$52,900	$68,000	55
65.0	Dean, Education	$38,494	$31,500	$45,000	425
66.0	Dean, Engineering	$45,348	$34,600	$52,900	237
67.0	Dean, Experimental Programs	$32,212	$27,500	$42,416	28
68.0	Dean, Extension	$35,016	$26,637	$43,388	84
69.0	Dean, Fine Arts	$35,692	$27,000	$43,062	183
70.0	Dean, Graduate Programs	$39,500	$34,000	$47,500	373
71.0	Dean, Health Related Professions	$35,765	$29,964	$42,330	186
72.0	Dean, Home Economics	$38,110	$27,500	$47,400	78
73.0	Dean, Humanities	$30,194	$25,930	$38,300	218
74.0	Dean, Instruction	$33,650	$29,715	$38,548	40
75.0	Dean, Law	$56,000	$50,000	$61,000	133
76.0	Dean, Library and Information Sciences	$38,494	$33,000	$43,000	78
77.0	Dean, Mathematics	$31,716	$26,436	$37,116	119
78.0	Dean, Medicine	$76,837	$67,300	$88,404	78
79.0	Dean, Music	$33,600	$27,067	$41,229	103
80.0	Dean, Nursing	$34,000	$27,400	$43,000	291
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,203	$27,502	$37,600	236
82.0	Dean, Pharmacy	$50,000	$42,330	$54,237	60
83.0	Dean, Public Health	$45,348	$33,234	$57,452	17
84.0	Dean, Sciences	$32,815	$27,312	$39,848	269
85.0	Dean, Social Sciences	$30,067	$24,867	$35,395	240
86.0	Dean, Social Work	$38,827	$28,821	$46,999	95
87.0	Dean, Special Programs	$26,892	$22,800	$31,000	80
88.0	Dean, Undergraduate Programs	$37,600	$32,500	$43,600	62
89.0	Dean, Veterinary Medicine	$55,600	$51,000	$59,000	29

Table 2
PUBLIC INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 853.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,000	$47,800	$65,800	121
2.0	Chief Executive Officer, Single Institution	$48,267	$42,000	$56,000	740
3.0	Executive Vice President	$41,850	$34,200	$50,200	201
4.0	Chief Academic Officer	$39,936	$33,900	$47,850	747
5.0	Chief Business Officer	$37,500	$30,465	$44,500	765
6.0	Chief Student Affairs Officer	$34,700	$29,178	$40,200	749
7.0	Chief Development Officer	$33,350	$28,000	$39,660	253
8.0	Chief Public Relations Officer	$28,845	$21,809	$36,000	376
9.0	Chief Planning Officer	$35,000	$30,498	$42,440	197
10.0	Director, Personnel/Human Resources	$29,124	$23,720	$34,965	414
11.0	Chief Health Professions Officer	$39,240	$28,909	$64,920	89
12.0	Chief Budgeting Officer	$30,408	$25,369	$36,680	308
13.0	Director, Legal Services	$35,000	$29,750	$45,000	130
14.0	Registrar	$26,496	$21,625	$31,400	655
15.0	Director, Church Relations	$28,000	$26,500	$30,779	6
16.0	Director, Learning Resources Center	$27,267	$23,169	$32,700	338
17.0	Director, Library Services	$30,525	$24,852	$37,420	595
18.0	Director, Computer Services	$29,580	$24,056	$35,732	575
19.0	Director, Educational Media Services	$25,256	$20,329	$30,850	276
20.0	Director, Institutional Research	$29,000	$24,000	$34,760	394
21.0	Director, Special and Deferred Gifts	$27,500	$22,300	$32,400	60
22.0	Administrator, Grants and Contracts	$29,470	$24,716	$35,500	293
23.0	Director, Affirmative Action/Equal Employment	$26,356	$22,500	$30,204	304
24.0	Director, Employee Training	$23,940	$18,996	$28,452	85
25.0	Comptroller	$29,400	$24,325	$35,100	451
26.0	Director, Internal Audit	$26,325	$21,718	$30,135	203
27.0	Bursar	$21,780	$17,340	$27,010	172
28.0	Director, Food Services	$24,206	$19,380	$28,726	224
29.0	Director, Physical Plant	$27,305	$22,420	$33,800	670
30.0	Director, Purchasing	$23,532	$19,253	$28,253	481
31.0	Director, Bookstore	$18,800	$14,883	$24,684	455
32.0	Director, Campus Security	$21,300	$17,820	$26,660	467
33.0	Director, Information Systems	$32,000	$27,250	$37,699	160
34.0	Director, News Bureau	$22,008	$18,530	$27,746	120
35.0	Director, Auxiliary Services	$29,796	$24,460	$34,104	195
36.0	Director, Admissions	$26,136	$22,125	$30,570	489
37.0	Director, Foreign Students	$21,840	$18,360	$27,517	136
38.0	Director, International Studies Education	$31,775	$27,216	$40,000	67
39.0	Director, Student Financial Aid	$23,081	$19,168	$27,250	686
40.0	Director, Student Placement	$23,433	$19,675	$27,500	480
41.0	Director, Student Counseling	$27,268	$23,095	$31,850	521
42.0	Director, Student Union	$24,206	$19,905	$28,662	361
43.0	Director, Student Health Services	$35,207	$19,600	$46,867	308
44.0	Director, Student Housing	$22,650	$19,080	$27,500	294
45.0	Director, Athletics	$31,670	$26,250	$37,674	466
46.0	Director, Campus Recreation/Intramurals	$21,181	$17,052	$26,000	215
47.0	Director, Alumni Affairs	$23,260	$18,440	$29,317	243
48.0	Director, Information Office	$23,500	$19,170	$28,687	273
49.0	Director, Community Services	$27,013	$22,600	$32,264	273
50.0	Administrator, Hospital-Medical Center	$56,102	$44,700	$63,100	41
51.0	Chief Planning and Budget Officer	$38,288	$33,000	$50,000	50
52.0	Chief Development and Public Relations Officer	$33,700	$29,355	$43,464	89
53.0	Director, Personnel and Affirmative Action	$24,797	$19,500	$29,781	155
54.0	Director, Admissions and Financial Aid	$27,718	$23,160	$31,973	54
55.0	Director, Housing and Food Services	$32,580	$28,956	$38,000	32
56.0	Director, Development and Alumni Affairs	$28,100	$23,000	$33,000	57
57.0	Dean, Architecture	$44,954	$40,699	$49,937	48
58.0	Dean, Agriculture	$42,192	$30,796	$52,560	98
59.0	Dean, Arts and Letters	$37,342	$30,218	$42,467	83
60.0	Dean, Arts and Sciences	$39,250	$33,000	$46,300	276
61.0	Dean, Business	$37,356	$30,250	$45,240	433
62.0	Dean, Communications	$33,587	$28,293	$41,532	85
63.0	Dean, Continuing Education	$33,104	$27,700	$39,600	358
64.0	Dean, Dentistry	$59,770	$52,062	$69,000	35
65.0	Dean, Education	$40,524	$35,590	$46,000	309
66.0	Dean, Engineering	$44,813	$34,133	$51,900	181
67.0	Dean, Experimental Programs	$36,132	$31,251	$46,080	20
68.0	Dean, Extension	$36,000	$28,125	$44,500	66
69.0	Dean, Fine Arts	$38,292	$30,799	$44,400	120
70.0	Dean, Graduate Programs	$41,150	$37,183	$48,600	255
71.0	Dean, Health Related Professions	$35,900	$30,312	$42,208	159
72.0	Dean, Home Economics	$41,000	$29,000	$47,500	66
73.0	Dean, Humanities	$32,308	$28,350	$40,008	154
74.0	Dean, Instruction	$35,000	$30,573	$39,000	35
75.0	Dean, Law	$54,243	$49,800	$59,897	64
76.0	Dean, Library and Information Sciences	$38,500	$34,720	$42,653	60
77.0	Dean, Mathematics	$33,750	$28,594	$40,200	90
78.0	Dean, Medicine	$76,000	$65,000	$80,000	53
79.0	Dean, Music	$35,101	$29,889	$44,000	56
80.0	Dean, Nursing	$34,064	$28,052	$43,733	205
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,266	$27,561	$37,722	225
82.0	Dean, Pharmacy	$50,100	$43,733	$54,599	46
83.0	Dean, Public Health	$38,060	$33,234	$54,000	12
84.0	Dean, Sciences	$34,450	$29,290	$41,556	195
85.0	Dean, Social Sciences	$32,052	$27,744	$37,500	169
86.0	Dean, Social Work	$40,000	$30,240	$46,999	65
87.0	Dean, Special Programs	$28,077	$24,727	$32,246	55
88.0	Dean, Undergraduate Programs	$38,540	$33,204	$43,236	36
89.0	Dean, Veterinary Medicine	$54,891	$51,000	$58,800	26

Table 3
PRIVATE INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 704.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$45,000	$38,000	$67,655	22
2.0	Chief Executive Officer, Single Institution	$45,000	$35,000	$57,000	650
3.0	Executive Vice President	$35,000	$27,700	$46,200	172
4.0	Chief Academic Officer	$32,610	$27,000	$41,284	617
5.0	Chief Business Officer	$31,049	$24,084	$40,700	611
6.0	Chief Student Affairs Officer	$26,000	$20,700	$32,000	595
7.0	Chief Development Officer	$30,250	$24,975	$36,300	478
8.0	Chief Public Relations Officer	$19,800	$15,445	$27,500	363
9.0	Chief Planning Officer	$29,500	$23,400	$36,400	100
10.0	Director, Personnel/Human Resources	$22,500	$17,500	$28,500	221
11.0	Chief Health Professions Officer	$38,033	$22,102	$57,000	47
12.0	Chief Budgeting Officer	$30,000	$22,664	$38,400	103
13.0	Director, Legal Services	$35,000	$27,000	$44,000	47
14.0	Registrar	$19,450	$15,540	$24,005	629
15.0	Director, Church Relations	$18,662	$14,800	$23,900	127
16.0	Director, Learning Resources Center	$19,200	$15,675	$23,572	122
17.0	Director, Library Services	$21,497	$17,614	$28,116	638
18.0	Director, Computer Services	$23,625	$19,200	$30,000	371
19.0	Director, Educational Media Services	$17,000	$14,100	$21,780	151
20.0	Director, Institutional Research	$22,000	$18,000	$27,517	153
21.0	Director, Special and Deferred Gifts	$23,670	$20,000	$28,100	201
22.0	Administrator, Grants and Contracts	$22,250	$18,480	$31,000	156
23.0	Director, Affirmative Action/Equal Employment	$23,000	$19,400	$30,800	93
24.0	Director, Employee Training	$23,500	$18,500	$26,300	14
25.0	Comptroller	$24,500	$19,750	$30,000	422
26.0	Director, Internal Audit	$25,000	$18,600	$30,000	75
27.0	Bursar	$17,446	$14,445	$21,600	136
28.0	Director, Food Services	$20,300	$15,450	$24,500	191
29.0	Director, Physical Plant	$21,900	$17,925	$27,575	581
30.0	Director, Purchasing	$18,800	$14,300	$24,400	236
31.0	Director, Bookstore	$13,300	$10,480	$17,500	426
32.0	Director, Campus Security	$17,000	$13,043	$21,300	324
33.0	Director, Information Systems	$30,000	$19,888	$37,545	88
34.0	Director, News Bureau	$16,800	$14,300	$21,000	134
35.0	Director, Auxiliary Services	$23,857	$18,300	$32,800	98
36.0	Director, Admissions	$23,220	$18,200	$28,000	525
37.0	Director, Foreign Students	$19,250	$15,600	$22,618	94
38.0	Director, International Studies Education	$24,800	$17,500	$30,000	31
39.0	Director, Student Financial Aid	$18,050	$14,124	$22,000	580
40.0	Director, Student Placement	$17,808	$15,000	$21,073	433
41.0	Director, Student Counseling	$20,245	$16,000	$24,996	353
42.0	Director, Student Union	$16,500	$13,800	$21,090	209
43.0	Director, Student Health Services	$16,000	$12,568	$25,850	260
44.0	Director, Student Housing	$15,750	$13,000	$20,000	349
45.0	Director, Athletics	$24,600	$19,718	$29,894	409
46.0	Director, Campus Recreation/Intramurals	$16,300	$13,333	$21,850	108
47.0	Director, Alumni Affairs	$17,655	$14,000	$23,000	435
48.0	Director, Information Office	$19,500	$15,800	$23,800	176
49.0	Director, Community Services	$20,533	$16,400	$25,175	69
50.0	Administrator, Hospital Medical Center	$62,300	$42,000	$69,000	11
51.0	Chief Planning and Budget Officer	$32,000	$26,777	$42,000	40
52.0	Chief Development and Public Relations Officer	$32,000	$24,759	$40,737	99
53.0	Director, Personnel and Affirmative Action	$20,710	$16,200	$28,245	90
54.0	Director, Admissions and Financial Aid	$26,000	$19,500	$32,500	71
55.0	Director, Housing and Food Services	$28,500	$23,550	$34,320	18
56.0	Director, Development and Alumni Affairs	$25,000	$20,000	$31,200	42
57.0	Dean, Architecture	$44,000	$37,500	$50,000	13
59.0	Dean, Arts and Letters	$23,333	$19,710	$35,000	18
60.0	Dean, Arts and Sciences	$38,000	$30,975	$44,750	122
61.0	Dean, Business	$36,840	$25,920	$48,000	163
62.0	Dean, Communications	$26,667	$23,940	$43,300	29
63.0	Dean, Continuing Education	$25,600	$21,000	$33,000	186
64.0	Dean, Dentistry	$60,995	$57,700	$63,000	20
65.0	Dean, Education	$29,694	$24,100	$38,500	116
66.0	Dean, Engineering	$46,636	$38,317	$54,100	56
67.0	Dean, Experimental Programs	$17,000	$15,000	$27,500	8
68.0	Dean, Extension	$27,500	$19,300	$38,250	18
69.0	Dean, Fine Arts	$26,813	$23,000	$40,000	63
70.0	Dean, Graduate Programs	$34,020	$25,775	$42,425	118
71.0	Dean, Health Related Professions	$35,000	$21,300	$42,700	27
72.0	Dean, Home Economics	$22,480	$18,667	$27,740	12
73.0	Dean, Humanities	$25,464	$20,790	$29,929	64
74.0	Dean, Instruction	$23,760	$23,361	$30,000	5
75.0	Dean, Law	$56,800	$52,000	$61,500	69
76.0	Dean, Library and Information Sciences	$33,000	$23,575	$43,000	18
77.0	Dean, Mathematics	$25,867	$19,962	$30,933	29
78.0	Dean, Medicine	$94,000	$71,675	$105,000	25
79.0	Dean, Music	$30,872	$21,922	$35,500	47
80.0	Dean, Nursing	$32,500	$26,350	$40,400	86
81.0	Dean, Occupation Studies/Vocational Education/Technology	$27,830	$22,260	$33,350	11
82.0	Dean, Pharmacy	$48,000	$42,330	$53,000	14
83.0	Dean, Public Health	$57,452	$24,606	$73,000	5
84.0	Dean, Sciences	$26,772	$22,611	$32,817	74
85.0	Dean, Social Sciences	$24,047	$20,521	$29,326	71
86.0	Dean, Social Work	$37,540	$22,400	$46,430	30
87.0	Dean, Special Programs	$24,859	$17,748	$28,434	25
88.0	Dean, Undergraduate Programs	$33,850	$31,320	$44,000	26

Table 4
PRIVATE INDEPENDENT INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private, Ind. **FTE-ENROLLMENT RANGE:** Not specified.
1980/81 BUDGET RANGE: Not specified. **CASES SELECTED:** 358.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,000	$40,000	$70,000	16
2.0	Chief Executive Officer, Single Institution	$52,000	$40,200	$64,000	322
3.0	Executive Vice President	$39,516	$33,000	$50,000	86
4.0	Chief Academic Officer	$36,400	$30,000	$46,000	309
5.0	Chief Business Officer	$35,000	$28,000	$45,000	296
6.0	Chief Student Affairs Officer	$29,000	$22,600	$35,000	293
7.0	Chief Development Officer	$33,000	$27,250	$41,039	231
8.0	Chief Public Relations Officer	$21,800	$17,000	$30,700	187
9.0	Chief Planning Officer	$34,700	$26,600	$46,125	50
10.0	Director, Personnel/Human Resources	$23,175	$18,000	$32,000	137
11.0	Chief Health Professions Officer	$42,500	$27,000	$54,040	31
12.0	Chief Budgeting Officer	$32,418	$24,000	$40,000	64
13.0	Director, Legal Services	$38,700	$29,000	$44,000	33
14.0	Registrar	$21,000	$16,109	$25,000	321
15.0	Director, Church Relations	$19,000	$15,960	$26,580	34
16.0	Director, Learning Resources Center	$21,000	$17,013	$26,711	53
17.0	Director, Library Services	$24,052	$18,600	$30,473	323
18.0	Director, Computer Services	$26,000	$20,910	$33,000	198
19.0	Director, Educational Media Services	$18,006	$14,700	$23,056	80
20.0	Director, Institutional Research	$24,080	$18,620	$31,000	80
21.0	Director, Special and Deferred Gifts	$25,300	$21,000	$31,600	92
22.0	Administrator, Grants and Contracts	$25,600	$19,681	$35,250	91
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,000	$31,800	65
24.0	Director, Employee Training	$25,000	$18,500	$27,534	11
25.0	Comptroller	$26,372	$21,571	$32,500	229
26.0	Director, Internal Audit	$27,000	$19,000	$33,000	46
27.0	Bursar	$17,000	$14,000	$21,600	88
28.0	Director, Food Services	$22,500	$18,190	$27,500	92
29.0	Director, Physical Plant	$24,726	$18,990	$31,000	295
30.0	Director, Purchasing	$20,140	$15,792	$25,034	144
31.0	Director, Bookstore	$14,696	$11,000	$18,756	204
32.0	Director, Campus Security	$18,475	$14,500	$24,000	173
33.0	Director, Information Systems	$32,000	$24,500	$38,000	61
34.0	Director, News Bureau	$17,500	$14,928	$21,315	73
35.0	Director, Auxiliary Services	$26,500	$19,100	$36,294	56
36.0	Director, Admissions	$24,200	$19,200	$30,000	280
37.0	Director, Foreign Students	$19,822	$17,000	$23,200	43
38.0	Director, International Studies Education	$25,500	$20,664	$30,000	17
39.0	Director, Student Financial Aid	$19,340	$15,094	$23,900	303
40.0	Director, Student Placement	$18,700	$15,675	$22,500	237
41.0	Director, Student Counseling	$20,966	$16,714	$26,000	179
42.0	Director, Student Union	$18,000	$14,250	$23,350	98
43.0	Director, Student Health Services	$19,200	$13,600	$40,975	128
44.0	Director, Student Housing	$16,500	$14,000	$20,850	179
45.0	Director, Athletics	$27,000	$21,427	$31,500	198
46.0	Director, Campus Recreation/Intramurals	$17,940	$14,200	$24,200	44
47.0	Director, Alumni Affairs	$19,000	$15,000	$24,200	220
48.0	Director, Information Office	$21,700	$16,362	$27,200	103
49.0	Director, Community Services	$21,300	$17,900	$25,200	49
50.0	Administrator, Hospital Medical Center	$42,800	$37,100	$68,400	8
51.0	Chief Planning and Budget Officer	$38,400	$29,775	$46,500	20
52.0	Chief Development and Public Relations Officer	$32,400	$27,000	$42,500	52
53.0	Director, Personnel and Affirmative Action	$22,740	$17,300	$32,000	56
54.0	Director, Admissions and Financial Aid	$28,000	$23,600	$35,310	37
55.0	Director, Housing and Food Services	$28,500	$26,700	$36,465	14
56.0	Director, Development and Alumni Affairs	$27,700	$21,115	$32,760	22
57.0	Dean, Architecture	$46,000	$37,500	$52,000	11
59.0	Dean, Arts and Letters	$27,474	$21,000	$36,221	8
60.0	Dean, Arts and Sciences	$40,885	$35,600	$50,300	65
61.0	Dean, Business	$42,000	$29,333	$51,000	80
62.0	Dean, Communications	$43,300	$37,500	$46,510	13
63.0	Dean, Continuing Education	$27,800	$22,990	$36,720	102
64.0	Dean, Dentistry	$61,100	$59,000	$68,000	14
65.0	Dean, Education	$34,000	$24,650	$45,000	47
66.0	Dean, Engineering	$48,372	$40,000	$55,000	40
68.0	Dean, Extension	$27,500	$19,300	$38,250	11
69.0	Dean, Fine Arts	$33,333	$24,807	$47,000	31
70.0	Dean, Graduate Programs	$36,000	$30,000	$45,000	72
71.0	Dean, Health Related Professions	$40,000	$35,000	$42,700	13
72.0	Dean, Home Economics	$34,852	$25,050	$42,000	5
73.0	Dean, Humanities	$28,189	$21,940	$33,840	28
75.0	Dean, Law	$60,000	$55,000	$65,000	32
76.0	Dean, Library and Information Sciences	$41,400	$33,000	$51,500	11
77.0	Dean, Mathematics	$32,759	$27,875	$46,000	8
78.0	Dean, Medicine	$96,000	$75,000	$108,000	19
79.0	Dean, Music	$37,000	$31,284	$46,510	18
80.0	Dean, Nursing	$35,000	$27,100	$46,048	33
81.0	Dean, Occupation Studies/Vocational Education/Technology	$27,000	$22,260	$33,350	8
82.0	Dean, Pharmacy	$49,910	$43,300	$54,500	10
84.0	Dean, Sciences	$27,200	$23,733	$36,480	29
85.0	Dean, Social Sciences	$24,000	$21,000	$34,440	27
86.0	Dean, Social Work	$41,000	$25,000	$50,000	16
87.0	Dean, Special Programs	$24,859	$17,000	$29,500	12
88.0	Dean, Undergraduate Programs	$35,000	$29,809	$45,000	20

Table 5
PRIVATE RELIGIOUS INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private, Rel. **FTE-ENROLLMENT RANGE:** Not Specified.
1980/81 BUDGET RANGE: Not specified. **CASES SELECTED:** 346.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$35,000	$28,000	$49,500	6
2.0	Chief Executive Officer, Single Institution	$40,000	$32,000	$50,000	328
3.0	Executive Vice President	$31,960	$25,500	$42,000	86
4.0	Chief Academic Officer	$29,786	$25,000	$36,000	308
5.0	Chief Business Officer	$28,092	$22,960	$36,254	315
6.0	Chief Student Affairs Officer	$24,000	$20,000	$29,000	302
7.0	Chief Development Officer	$27,500	$23,000	$34,000	247
8.0	Chief Public Relations Officer	$18,200	$14,000	$23,000	176
9.0	Chief Planning Officer	$24,504	$19,260	$31,460	50
10.0	Director, Personnel/Human Resources	$21,600	$16,500	$25,110	84
11.0	Chief Health Professions Officer	$29,400	$18,090	$71,510	16
12.0	Chief Budgeting Officer	$28,280	$20,760	$32,500	39
13.0	Director, Legal Services	$32,000	$22,276	$35,554	14
14.0	Registrar	$18,310	$15,000	$22,285	308
15.0	Director, Church Relations	$18,130	$14,800	$22,800	93
16.0	Director, Learning Resources Center	$17,400	$14,781	$21,660	69
17.0	Director, Library Services	$20,000	$17,035	$24,650	315
18.0	Director, Computer Services	$21,952	$17,952	$27,068	173
19.0	Director, Educational Media Services	$15,600	$13,827	$18,850	71
20.0	Director, Institutional Research	$20,545	$16,825	$24,000	73
21.0	Director, Special and Deferred Gifts	$22,198	$19,112	$25,800	109
22.0	Administrator, Grants and Contracts	$21,109	$18,000	$27,133	65
23.0	Director, Affirmative Action/Equal Employment	$21,500	$15,200	$26,247	28
25.0	Comptroller	$22,020	$17,334	$28,500	193
26.0	Director, Internal Audit	$20,292	$15,000	$25,650	29
27.0	Bursar	$18,000	$15,648	$20,800	48
28.0	Director, Food Services	$18,522	$14,640	$22,150	99
29.0	Director, Physical Plant	$20,000	$16,680	$24,000	286
30.0	Director, Purchasing	$16,000	$12,850	$22,175	92
31.0	Director, Bookstore	$12,240	$10,000	$16,500	222
32.0	Director, Campus Security	$15,000	$12,064	$20,000	151
33.0	Director, Information Systems	$23,050	$15,500	$37,000	27
34.0	Director, News Bureau	$16,650	$13,253	$19,044	61
35.0	Director, Auxiliary Services	$20,500	$16,949	$26,750	42
36.0	Director, Admissions	$21,935	$17,500	$25,900	245
37.0	Director, Foreign Students	$18,400	$13,500	$22,550	51
38.0	Director, International Studies Education	$20,040	$17,136	$27,118	14
39.0	Director, Student Financial Aid	$17,050	$13,650	$20,000	277
40.0	Director, Student Placement	$16,692	$14,000	$19,300	196
41.0	Director, Student Counseling	$19,900	$15,491	$23,560	174
42.0	Director, Student Union	$15,500	$13,000	$20,040	111
43.0	Director, Student Health Services	$15,000	$12,000	$18,800	132
44.0	Director, Student Housing	$15,025	$12,504	$18,260	170
45.0	Director, Athletics	$22,987	$18,360	$27,500	211
46.0	Director, Campus Recreation/Intramurals	$15,600	$13,124	$19,639	64
47.0	Director, Alumni Affairs	$16,307	$13,500	$21,100	215
48.0	Director, Information Office	$18,000	$14,620	$20,900	73
49.0	Director, Community Services	$17,280	$15,000	$21,840	20
51.0	Chief Planning and Budget Officer	$28,087	$21,841	$33,280	20
52.0	Chief Development and Public Relations Officer	$30,000	$22,680	$40,200	47
53.0	Director, Personnel and Affirmative Action	$19,200	$15,500	$24,750	35
54.0	Director, Admissions and Financial Aid	$21,500	$16,775	$29,400	34
56.0	Director, Development and Alumni Affairs	$22,935	$18,742	$29,200	20
59.0	Dean, Arts and Letters	$19,710	$16,800	$25,708	10
60.0	Dean, Arts and Sciences	$34,000	$30,000	$40,370	57
61.0	Dean, Business	$34,533	$24,386	$42,200	83
62.0	Dean, Communications	$23,940	$21,492	$25,387	16
63.0	Dean, Continuing Education	$24,090	$18,982	$31,317	84
64.0	Dean, Dentistry	$57,700	$45,425	$63,000	6
65.0	Dean, Education	$27,453	$24,044	$34,400	69
66.0	Dean, Engineering	$40,000	$32,500	$46,980	16
68.0	Dean, Extension	$30,000	$19,000	$43,388	7
69.0	Dean, Fine Arts	$24,600	$20,000	$28,200	32
70.0	Dean, Graduate Programs	$28,794	$22,425	$35,800	46
71.0	Dean, Health Related Professions	$22,000	$20,898	$36,750	14
72.0	Dean, Home Economics	$22,267	$17,339	$24,620	7
73.0	Dean, Humanities	$24,386	$18,540	$27,777	36
75.0	Dean, Law	$55,497	$50,000	$58,000	37
76.0	Dean, Library and Information Sciences	$26,000	$20,536	$33,000	7
77.0	Dean, Mathematics	$23,447	$18,000	$26,436	21
78.0	Dean, Medicine	$71,400	$70,000	$94,000	6
79.0	Dean, Music	$26,182	$18,192	$31,220	29
80.0	Dean, Nursing	$31,550	$26,000	$38,000	53
84.0	Dean, Sciences	$26,667	$22,186	$31,131	45
85.0	Dean, Social Sciences	$24,047	$20,000	$28,576	44
86.0	Dean, Social Work	$26,995	$19,425	$38,500	14
87.0	Dean, Special Programs	$20,000	$17,748	$27,276	13
88.0	Dean, Undergraduate Programs	$32,100	$31,320	$33,052	6

Table 6
THEOLOGICAL SEMINARIES

MEASURE: Salary. **CLASSIFICATION(S):** Theology Sem. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$32,902	$27,500	$38,000	39
3.0	Executive Vice President	$24,750	$21,095	$30,000	12
4.0	Chief Academic Officer	$26,200	$20,000	$30,661	35
5.0	Chief Business Officer	$22,795	$19,390	$25,713	32
6.0	Chief Student Affairs Officer	$24,000	$20,112	$26,910	20
7.0	Chief Development Officer	$25,116	$21,000	$27,400	21
8.0	Chief Public Relations Officer	$21,000	$15,300	$26,980	12
14.0	Registrar	$15,540	$13,200	$18,600	33
17.0	Director, Library Services	$20,400	$18,035	$23,485	38
21.0	Director, Special and Deferred Gifts	$23,431	$19,112	$24,300	8
25.0	Comptroller	$20,770	$18,000	$23,000	9
27.0	Bursar	$12,048	$10,200	$15,700	5
28.0	Director, Food Services	$12,000	$9,600	$20,000	10
29.0	Director, Physical Plant	$18,000	$15,200	$21,043	23
31.0	Director, Bookstore	$10,500	$9,780	$11,100	8
36.0	Director, Admissions	$21,630	$21,500	$24,500	5
39.0	Director, Student Financial Aid	$18,990	$16,750	$20,280	9
40.0	Director, Student Placement	$18,500	$17,600	$25,292	6
48.0	Director, Information Office	$18,330	$15,894	$23,100	5
54.0	Director, Admissions and Financial Aid	$19,431	$12,100	$24,120	5

Table 7
MEDICAL SCHOOLS OR CENTERS

MEASURE: Salary. **CLASSIFICATION(S):** Medical School. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$73,224	$65,000	$80,000	21
3.0	Executive Vice President	$63,870	$50,580	$66,000	10
4.0	Chief Academic Officer	$65,522	$49,000	$76,200	16
5.0	Chief Business Officer	$44,907	$33,259	$52,000	20
6.0	Chief Student Affairs Officer	$33,120	$31,200	$42,200	17
7.0	Chief Development Officer	$38,348	$35,292	$41,580	9
8.0	Chief Public Relations Officer	$34,775	$29,300	$38,350	14
9.0	Chief Planning Officer	$38,070	$34,000	$48,500	5
10.0	Director, Personnel/Human Resources	$31,665	$29,000	$37,600	20
11.0	Chief Health Professions Officer	$50,000	$50,000	$57,938	6
12.0	Chief Budgeting Officer	$34,000	$27,300	$40,500	15
13.0	Director, Legal Services	$34,450	$23,495	$43,000	8
14.0	Registrar	$24,000	$17,772	$30,792	17
16.0	Director, Learning Resources Center	$37,769	$31,105	$45,500	6
17.0	Director, Library Services	$32,312	$28,875	$42,280	25
18.0	Director, Computer Services	$34,563	$31,500	$37,104	17
19.0	Director, Educational Media Services	$28,285	$23,112	$31,502	11
20.0	Director, Institutional Research	$30,000	$29,600	$32,000	6
22.0	Administrator, Grants and Contracts	$31,500	$25,100	$43,995	16
23.0	Director, Affirmative Action/Equal Employment	$24,500	$20,300	$26,544	16
24.0	Director, Employee Training	$22,300	$17,738	$25,000	8
25.0	Comptroller	$35,855	$33,000	$43,500	19
26.0	Director, Internal Audit	$27,000	$21,350	$33,820	12
27.0	Bursar	$20,500	$19,983	$27,214	8
28.0	Director, Food Services	$27,336	$27,000	$31,345	8
29.0	Director, Physical Plant	$35,500	$28,500	$41,600	25
30.0	Director, Purchasing	$25,900	$22,200	$28,760	24
31.0	Director, Bookstore	$17,304	$15,210	$20,590	10
32.0	Director, Campus Security	$26,741	$19,600	$30,000	17
33.0	Director, Information Systems	$35,500	$26,250	$38,500	8
34.0	Director, News Bureau	$26,382	$23,435	$29,705	6
35.0	Director, Auxiliary Services	$29,500	$28,000	$35,000	7
36.0	Director, Admissions	$25,000	$22,084	$30,725	9
39.0	Director, Student Financial Aid	$20,256	$15,725	$22,500	17
41.0	Director, Student Counseling	$22,139	$21,426	$30,000	6
43.0	Director, Student Health Services	$51,600	$46,000	$52,000	8
44.0	Director, Student Housing	$19,922	$17,655	$28,606	7
47.0	Director, Alumni Affairs	$28,325	$18,315	$34,304	7
48.0	Director, Information Office	$23,900	$22,700	$28,400	7
50.0	Administrator, Hospital Medical Center	$51,895	$48,000	$63,000	14
63.0	Dean, Continuing Education	$46,225	$45,260	$56,500	6
64.0	Dean, Dentistry	$64,242	$59,300	$69,000	9
70.0	Dean, Graduate Programs	$57,736	$49,275	$63,856	10
71.0	Dean, Health Related Professions	$47,800	$45,250	$57,000	10
78.0	Dean, Medicine	$77,215	$72,000	$84,087	14
80.0	Dean, Nursing	$48,795	$43,733	$52,932	13
82.0	Dean, Pharmacy	$45,000	$43,733	$51,242	6

Table 8
TRADITIONALLY BLACK INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,425	$38,034	$52,360	36
3.0	Executive Vice President	$38,772	$31,983	$40,076	15
4.0	Chief Academic Officer	$35,765	$29,000	$42,000	34
5.0	Chief Business Officer	$30,960	$27,000	$38,000	35
6.0	Chief Student Affairs Officer	$27,480	$22,999	$33,000	35
7.0	Chief Development Officer	$25,308	$22,000	$31,000	27
8.0	Chief Public Relations Officer	$20,000	$13,482	$24,000	28
9.0	Chief Planning Officer	$25,500	$23,018	$30,043	18
10.0	Director, Personnel/Human Resources	$23,527	$17,680	$26,250	15
11.0	Chief Health Professions Officer	$16,050	$15,200	$20,475	5
12.0	Chief Budgeting Officer	$18,921	$18,245	$21,622	8
14.0	Registrar	$19,550	$17,000	$25,590	35
16.0	Director, Learning Resources Center	$24,642	$15,408	$32,000	16
17.0	Director, Library Services	$21,902	$17,325	$27,574	32
18.0	Director, Computer Services	$23,000	$19,128	$27,000	31
19.0	Director, Educational Media Services	$20,390	$15,600	$21,454	7
20.0	Director, Institutional Research	$22,400	$20,321	$27,425	28
22.0	Administrator, Grants and Contracts	$20,500	$19,000	$28,000	18
23.0	Director, Affirmative Action/Equal Employment	$21,454	$15,000	$27,430	8
25.0	Comptroller	$22,428	$17,160	$27,553	23
26.0	Director, Internal Audit	$19,170	$15,591	$23,480	9
27.0	Bursar	$21,298	$17,971	$24,120	5
28.0	Director, Food Services	$18,522	$13,811	$21,000	12
29.0	Director, Physical Plant	$22,000	$16,500	$26,000	33
30.0	Director, Purchasing	$17,028	$15,340	$20,388	27
31.0	Director, Bookstore	$12,960	$10,667	$16,125	27
32.0	Director, Campus Security	$17,120	$13,340	$20,072	30
35.0	Director, Auxiliary Services	$20,960	$19,476	$24,960	9
36.0	Director, Admissions	$22,059	$17,919	$24,700	27
37.0	Director, Foreign Students	$18,500	$12,600	$21,401	8
39.0	Director, Student Financial Aid	$19,170	$16,176	$22,470	35
40.0	Director, Student Placement	$18,375	$16,350	$22,887	30
41.0	Director, Student Counseling	$20,339	$17,000	$24,890	27
42.0	Director, Student Union	$15,256	$12,500	$20,205	25
43.0	Director, Student Health Services	$15,408	$9,700	$18,500	19
44.0	Director, Student Housing	$15,291	$13,000	$21,341	23
45.0	Director, Athletics	$24,749	$20,000	$32,030	30
46.0	Director, Campus Recreation/Intramurals	$14,519	$13,930	$17,772	6
47.0	Director, Alumni Affairs	$17,065	$13,650	$22,500	26
48.0	Director, Information Office	$16,000	$13,514	$18,340	6
53.0	Director, Personnel and Affirmative Action	$21,000	$20,250	$25,380	10
58.0	Dean, Agriculture	$35,560	$30,796	$37,000	6
60.0	Dean, Arts and Sciences	$34,000	$33,828	$37,574	12
61.0	Dean, Business	$34,115	$25,920	$32,000	20
62.0	Dean, Communications	$25,500	$23,940	$33,204	5
63.0	Dean, Continuing Education	$29,736	$21,900	$32,955	12
65.0	Dean, Education	$32,501	$27,453	$34,668	22
69.0	Dean, Fine Arts	$23,307	$20,000	$39,101	6
70.0	Dean, Graduate Programs	$34,275	$30,000	$37,076	16
73.0	Dean, Humanities	$25,938	$18,152	$29,034	12
77.0	Dean, Mathematics	$27,839	$19,962	$29,400	10
79.0	Dean, Music	$29,000	$17,667	$30,872	9
80.0	Dean, Nursing	$35,000	$30,555	$38,450	9
84.0	Dean, Sciences	$28,000	$22,800	$32,500	14
85.0	Dean, Social Sciences	$28,576	$21,067	$31,045	13
86.0	Dean, Social Work	$20,310	$19,425	$30,794	6
87.0	Dean, Special Programs	$17,000	$16,050	$24,155	6

Table 9
ALL UNIVERSITIES

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 412.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$57,000	$75,000	69
2.0	Chief Executive Officer, Single Institution	$58,478	$51,000	$67,000	336
3.0	Executive Vice President	$49,500	$41,067	$59,920	118
4.0	Chief Academic Officer	$49,350	$43,135	$55,500	355
5.0	Chief Business Officer	$45,271	$39,585	$52,034	361
6.0	Chief Student Affairs Officer	$39,000	$34,188	$45,184	357
7.0	Chief Development Officer	$38,200	$33,010	$46,500	224
8.0	Chief Public Relations Officer	$34,000	$27,436	$42,000	233
9.0	Chief Planning Officer	$40,000	$32,000	$47,800	128
10.0	Director, Personnel/Human Resources	$31,000	$25,050	$37,800	288
11.0	Chief Health Professions Officer	$64,920	$50,700	$73,622	60
12.0	Chief Budgeting Officer	$34,210	$27,996	$40,019	216
13.0	Director, Legal Services	$37,720	$31,800	$46,200	131
14.0	Registrar	$28,474	$24,045	$33,110	362
15.0	Director, Church Relations	$23,481	$18,300	$28,000	28
16.0	Director, Learning Resources Center	$30,620	$23,084	$37,500	103
17.0	Director, Library Services	$35,692	$28,600	$42,000	357
18.0	Director, Computer Services	$33,450	$28,020	$40,000	338
19.0	Director, Educational Media Services	$25,740	$20,950	$30,250	147
20.0	Director, Institutional Research	$31,517	$26,475	$36,700	226
21.0	Director, Special and Deferred Gifts	$28,000	$24,959	$34,092	109
22.0	Administrator, Grants and Contracts	$31,050	$25,000	$37,000	243
23.0	Director, Affirmative Action/Equal Employment	$27,210	$22,738	$32,000	232
24.0	Director, Employee Training	$24,200	$19,440	$28,452	69
25.0	Comptroller	$33,880	$28,000	$39,300	318
26.0	Director, Internal Audit	$27,300	$22,000	$31,250	199
27.0	Bursar	$23,195	$19,000	$27,717	147
28.0	Director, Food Services	$26,190	$22,500	$31,260	159
29.0	Director, Physical Plant	$33,000	$27,000	$37,000	375
30.0	Director, Purchasing	$25,452	$20,450	$30,250	320
31.0	Director, Bookstore	$22,800	$18,254	$26,904	279
32.0	Director, Campus Security	$23,978	$19,000	$28,890	334
33.0	Director, Information Systems	$35,532	$30,000	$41,600	131
34.0	Director, News Bureau	$23,040	$18,245	$28,000	121
35.0	Director, Auxiliary Services	$32,412	$26,651	$38,000	154
36.0	Director, Admissions	$29,000	$24,678	$33,535	315
37.0	Director, Foreign Students	$21,700	$18,353	$26,160	151
38.0	Director, International Studies Education	$31,775	$27,360	$40,000	62
39.0	Director, Student Financial Aid	$25,714	$22,000	$29,246	365
40.0	Director, Student Placement	$24,700	$20,800	$28,964	329
41.0	Director, Student Counseling	$27,983	$24,000	$32,868	305
42.0	Director, Student Union	$25,663	$21,021	$29,332	248
43.0	Director, Student Health Services	$42,667	$22,578	$50,140	243
44.0	Director, Student Housing	$23,370	$19,429	$28,150	280
45.0	Director, Athletics	$34,640	$29,450	$42,055	321
46.0	Director, Campus Recreation/Intramurals	$22,160	$17,940	$26,700	170
47.0	Director, Alumni Affairs	$24,000	$19,864	$30,000	276
48.0	Director, Information Office	$26,891	$21,580	$31,423	190
49.0	Director, Community Services	$27,008	$22,599	$32,579	74
50.0	Administrator, Hospital Medical Center	$57,500	$42,000	$68,400	37
51.0	Chief Planning and Budget Officer	$43,553	$35,193	$54,100	48
52.0	Chief Development and Public Relations Officer	$40,200	$34,380	$47,700	73
53.0	Director, Personnel and Affirmative Action	$26,101	$20,250	$33,750	60
54.0	Director, Admissions and Financial Aid	$33,583	$29,400	$40,500	34
55.0	Director, Housing and Food Services	$33,276	$30,500	$39,120	39
56.0	Director, Development and Alumni Affairs	$31,650	$28,056	$40,053	41
57.0	Dean, Architecture	$46,000	$42,735	$51,160	52
58.0	Dean, Agriculture	$46,550	$39,500	$55,000	72
59.0	Dean, Arts and Letters	$41,280	$37,615	$47,158	43
60.0	Dean, Arts and Sciences	$42,700	$37,800	$50,495	244
61.0	Dean, Business	$44,800	$38,147	$50,145	306
62.0	Dean, Communications	$42,480	$37,836	$47,000	46
63.0	Dean, Continuing Education	$36,500	$30,500	$43,600	221
64.0	Dean, Dentistry	$61,100	$58,000	$70,000	36
65.0	Dean, Education	$42,875	$37,500	$47,800	265
66.0	Dean, Engineering	$50,000	$43,300	$55,700	167
67.0	Dean, Experimental Programs	$38,525	$35,280	$48,660	13
68.0	Dean, Extension	$42,865	$35,262	$49,551	50
69.0	Dean, Fine Arts	$41,988	$35,000	$47,064	97
70.0	Dean, Graduate Programs	$42,102	$37,461	$48,600	257
71.0	Dean, Health Related Professions	$42,330	$37,500	$50,000	63
72.0	Dean, Home Economics	$43,140	$35,836	$49,200	53
73.0	Dean, Humanities	$40,000	$31,375	$48,100	67
75.0	Dean, Law	$56,710	$51,895	$61,500	121
76.0	Dean, Library and Information Sciences	$41,275	$36,400	$45,500	52
77.0	Dean, Mathematics	$36,480	$30,050	$46,000	44
78.0	Dean, Medicine	$76,837	$66,600	$92,000	63
79.0	Dean, Music	$39,333	$31,284	$45,100	61
80.0	Dean, Nursing	$40,300	$33,768	$45,756	143
81.0	Dean, Occupation Studies/Vocational Education/Technology	$39,160	$35,000	$43,900	45
82.0	Dean, Pharmacy	$51,500	$45,265	$54,700	49
83.0	Dean, Public Health	$54,000	$38,060	$73,000	11
84.0	Dean, Sciences	$42,383	$36,796	$51,000	89
85.0	Dean, Social Sciences	$36,610	$30,067	$49,300	55
86.0	Dean, Social Work	$45,666	$38,520	$49,500	65
87.0	Dean, Special Programs	$28,400	$24,093	$31,000	16
88.0	Dean, Undergraduate Programs	$40,000	$35,000	$44,300	40
89.0	Dean, Veterinary Medicine	$55,900	$51,000	$60,000	27

Table 10
UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$51,900	$47,000	$58,000	55
3.0	Executive Vice President	$37,500	$34,200	$42,563	18
4.0	Chief Academic Officer	$40,600	$35,000	$46,500	47
5.0	Chief Business Officer	$37,000	$32,465	$43,800	51
6.0	Chief Student Affairs Officer	$29,647	$26,000	$34,824	45
7.0	Chief Development Officer	$33,621	$26,280	$36,000	36
8.0	Chief Public Relations Officer	$26,000	$20,000	$33,883	29
9.0	Chief Planning Officer	$30,000	$21,600	$35,192	12
10.0	Director, Personnel/Human Resources	$25,000	$19,404	$30,307	19
12.0	Chief Budgeting Officer	$26,700	$22,584	$35,350	13
14.0	Registrar	$22,400	$18,600	$27,412	57
15.0	Director, Church Relations	$22,800	$18,300	$25,836	8
16.0	Director, Learning Resources Center	$24,642	$15,522	$30,000	9
17.0	Director, Library Services	$24,545	$21,027	$29,240	55
18.0	Director, Computer Services	$23,760	$20,700	$28,250	44
19.0	Director, Educational Media Services	$19,170	$17,000	$23,345	21
20.0	Director, Institutional Research	$26,736	$22,178	$31,207	20
21.0	Director, Special and Deferred Gifts	$27,177	$25,000	$28,000	13
22.0	Administrator, Grants and Contracts	$27,133	$20,664	$36,281	14
23.0	Director, Affirmative Action/Equal Employment	$27,700	$24,299	$31,220	12
25.0	Comptroller	$25,000	$22,000	$30,000	42
26.0	Director, Internal Audit	$21,480	$17,100	$30,000	7
27.0	Bursar	$18,500	$11,400	$20,122	11
28.0	Director, Food Services	$19,250	$17,118	$22,500	11
29.0	Director, Physical Plant	$24,227	$20,900	$30,395	54
30.0	Director, Purchasing	$19,205	$16,000	$22,054	29
31.0	Director, Bookstore	$15,275	$12,900	$18,500	43
32.0	Director, Campus Security	$17,125	$14,384	$20,473	36
34.0	Director, News Bureau	$16,800	$13,581	$26,040	11
35.0	Director, Auxiliary Services	$25,200	$18,000	$44,758	10
36.0	Director, Admissions	$24,000	$21,500	$27,957	44
37.0	Director, Foreign Students	$20,400	$18,360	$23,850	10
39.0	Director, Student Financial Aid	$20,000	$16,800	$24,480	51
40.0	Director, Student Placement	$18,109	$15,000	$21,800	39
41.0	Director, Student Counseling	$22,375	$18,660	$25,000	30
42.0	Director, Student Union	$18,360	$15,000	$23,556	20
43.0	Director, Student Health Services	$18,477	$15,000	$30,375	18
44.0	Director, Student Housing	$16,050	$13,700	$20,110	32
45.0	Director, Athletics	$27,480	$23,968	$30,592	39
46.0	Director, Campus Recreation/Intramurals	$16,500	$12,024	$25,000	11
47.0	Director, Alumni Affairs	$18,600	$14,950	$22,556	35
48.0	Director, Information Office	$18,720	$14,949	$23,400	22
49.0	Director, Community Services	$20,500	$18,800	$28,000	6
52.0	Chief Development and Public Relations Officer	$27,250	$24,000	$32,497	8
53.0	Director, Personnel and Affirmative Action	$19,200	$15,120	$23,700	15
56.0	Director, Development and Alumni Affairs	$28,056	$23,000	$32,000	5
59.0	Dean, Arts and Letters	$35,000	$28,440	$40,810	6
60.0	Dean, Arts and Sciences	$33,251	$30,000	$36,384	23
61.0	Dean, Business	$33,300	$28,650	$39,425	29
63.0	Dean, Continuing Education	$25,020	$22,670	$29,250	16
65.0	Dean, Education	$30,932	$25,200	$39,250	20
66.0	Dean, Engineering	$35,000	$31,800	$52,374	6
69.0	Dean, Fine Arts	$23,307	$20,098	$26,843	9
70.0	Dean, Graduate Programs	$31,900	$30,000	$38,820	14
73.0	Dean, Humanities	$27,888	$21,000	$30,066	8
75.0	Dean, Law	$48,560	$22,710	$54,000	7
77.0	Dean, Mathematics	$28,290	$26,251	$36,480	7
79.0	Dean, Music	$26,953	$24,000	$31,008	8
80.0	Dean, Nursing	$28,052	$27,100	$32,100	15
84.0	Dean, Sciences	$29,400	$27,622	$32,904	10
85.0	Dean, Social Sciences	$28,337	$25,672	$33,600	11

Table 11
UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$56,000	$50,000	$64,000	70
3.0	Executive Vice President	$40,076	$35,000	$45,000	22
4.0	Chief Academic Officer	$44,500	$39,000	$49,000	64
5.0	Chief Business Officer	$40,000	$35,904	$45,000	70
6.0	Chief Student Affairs Officer	$34,700	$30,000	$37,600	71
7.0	Chief Development Officer	$34,269	$30,500	$41,700	40
8.0	Chief Public Relations Officer	$26,000	$20,000	$30,000	38
9.0	Chief Planning Officer	$31,460	$23,750	$42,000	15
10.0	Director, Personnel/Human Resources	$22,738	$20,292	$26,000	45
11.0	Chief Health Professions Officer	$29,930	$25,017	$76,794	5
12.0	Chief Budgeting Officer	$28,300	$23,220	$35,000	22
13.0	Director, Legal Services	$26,500	$22,276	$34,451	11
14.0	Registrar	$24,300	$21,136	$28,800	70
16.0	Director, Learning Resources Center	$28,020	$20,187	$33,992	15
17.0	Director, Library Services	$29,300	$25,000	$34,000	68
18.0	Director, Computer Services	$27,900	$24,800	$32,600	60
19.0	Director, Educational Media Services	$21,000	$18,850	$26,880	18
20.0	Director, Institutional Research	$27,000	$21,280	$31,000	32
21.0	Director, Special and Deferred Gifts	$25,680	$22,426	$32,000	18
22.0	Administrator, Grants and Contracts	$20,710	$16,908	$32,375	31
23.0	Director, Affirmative Action/Equal Employment	$22,738	$19,896	$26,400	25
25.0	Comptroller	$28,116	$25,400	$31,320	54
26.0	Director, Internal Audit	$21,008	$18,600	$26,400	16
27.0	Bursar	$19,627	$17,052	$23,005	19
28.0	Director, Food Services	$22,000	$20,160	$23,533	20
29.0	Director, Physical Plant	$26,775	$23,950	$31,677	70
30.0	Director, Purchasing	$18,800	$17,200	$22,550	50
31.0	Director, Bookstore	$17,820	$16,042	$19,920	43
32.0	Director, Campus Security	$19,000	$16,500	$23,256	63
33.0	Director, Information Systems	$28,344	$26,280	$31,350	12
34.0	Director, News Bureau	$17,300	$15,000	$20,412	15
35.0	Director, Auxiliary Services	$24,960	$20,292	$27,900	22
36.0	Director, Admissions	$25,000	$22,610	$29,076	51
37.0	Director, Foreign Students	$18,500	$16,820	$24,200	22
39.0	Director, Student Financial Aid	$22,430	$19,860	$25,000	67
40.0	Director, Student Placement	$21,600	$18,168	$25,200	62
41.0	Director, Student Counseling	$24,540	$21,500	$26,529	54
42.0	Director, Student Union	$21,000	$17,000	$25,025	34
43.0	Director, Student Health Services	$21,539	$16,176	$35,495	32
44.0	Director, Student Housing	$19,900	$16,624	$23,616	50
45.0	Director, Athletics	$30,900	$24,150	$35,770	58
46.0	Director, Campus Recreation/Intramurals	$18,530	$16,000	$21,333	17
47.0	Director, Alumni Affairs	$21,200	$18,000	$23,989	49
48.0	Director, Information Office	$20,900	$18,340	$27,500	23
49.0	Director, Community Services	$24,000	$18,841	$30,011	13
51.0	Chief Planning and Budget Officer	$35,193	$27,500	$40,000	5
52.0	Chief Development and Public Relations Officer	$35,700	$30,500	$40,200	15
53.0	Director, Personnel and Affirmative Action	$24,514	$20,250	$31,800	12
54.0	Director, Admissions and Financial Aid	$30,200	$26,153	$37,000	10
56.0	Director, Development and Alumni Affairs	$33,868	$23,650	$48,000	7
58.0	Dean, Agriculture	$37,344	$36,760	$41,784	10
60.0	Dean, Arts and Sciences	$36,401	$33,185	$41,500	47
61.0	Dean, Business	$37,250	$34,750	$43,100	55
63.0	Dean, Continuing Education	$31,910	$26,490	$33,760	36
65.0	Dean, Education	$35,310	$31,354	$39,500	40
66.0	Dean, Engineering	$41,257	$35,719	$48,372	23
68.0	Dean, Extension	$31,980	$28,080	$34,008	5
69.0	Dean, Fine Arts	$35,760	$32,000	$41,200	9
70.0	Dean, Graduate Programs	$37,076	$32,195	$39,480	37
71.0	Dean, Health Related Professions	$40,000	$29,964	$40,306	5
73.0	Dean, Humanities	$34,000	$29,929	$43,900	14
75.0	Dean, Law	$54,243	$50,000	$60,000	14
77.0	Dean, Mathematics	$33,800	$30,050	$42,867	6
79.0	Dean, Music	$34,347	$31,070	$37,800	7
80.0	Dean, Nursing	$35,150	$30,555	$37,225	21
81.0	Dean, Occupation Studies/Vocational Education/Technology	$30,610	$30,100	$35,900	6
82.0	Dean, Pharmacy	$49,500	$42,330	$54,237	5
84.0	Dean, Sciences	$39,500	$35,436	$46,000	12
85.0	Dean, Social Sciences	$35,395	$29,326	$39,500	6

Table 12
UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 114.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,500	$57,000	$70,000	9
2.0	Chief Executive Officer, Single Institution	[illegible]6,600	$49,500	$65,000	99
3.0	Executive Vice President	[illegible]6,405	$41,067	$52,000	28
4.0	Chief Academic Officer	$47,300	$43,100	$52,000	102
5.0	Chief Business Officer	$43,300	$39,688	$49,000	96
6.0	Chief Student Affairs Officer	$38,400	$35,000	$40,500	105
7.0	Chief Development Officer	$38,000	$33,000	$44,500	64
8.0	Chief Public Relations Officer	$33,500	$28,500	$40,326	65
9.0	Chief Planning Officer	$40,000	$33,768	$44,315	37
10.0	Director, Personnel/Human Resources	$27,800	$24,000	$32,900	86
11.0	Chief Health Professions Officer	$66,288	$47,000	$74,000	15
12.0	Chief Budgeting Officer	$31,548	$27,250	$38,000	74
13.0	Director, Legal Services	$33,839	$29,000	$40,445	33
14.0	Registrar	$28,728	$24,900	$32,20[illegible]	102
15.0	Director, Church Relations	$21,005	$16,500	$26,650	9
16.0	Director, Learning Resources Center	$27,053	$22,210	$33,768	29
17.0	Director, Library Services	$34,968	$31,228	$39,200	101
18.0	Director, Computer Services	$32,033	$29,004	$37,506	99
19.0	Director, Educational Media Services	$24,497	$19,820	$29,000	43
20.0	Director, Institutional Research	$29,590	$24,732	$34,112	67
21.0	Director, Special and Deferred Gifts	$28,000	$23,400	$34,000	32
22.0	Administrator, Grants and Contracts	$28,760	$22,701	$32,700	72
23.0	Director, Affirmative Action/Equal Employment	$25,698	$22,000	$29,000	74
24.0	Director, Employee Training	$23,544	$18,996	$29,400	11
25.0	Comptroller	$30,885	$28,008	$36,900	93
26.0	Director, Internal Audit	$23,308	$20,000	$27,500	62
27.0	Bursar	$22,680	$18,300	$27,360	49
28.0	Director, Food Services	$25,000	$22,679	$28,280	51
29.0	Director, Physical Plant	$32,261	$27,897	$35,517	106
30.0	Director, Purchasing	$23,870	$20,379	$27,227	101
31.0	Director, Bookstore	$22,275	$18,600	$25,700	83
32.0	Director, Campus Security	$21,420	$18,728	$25,078	102
33.0	Director, Information Systems	$34,610	$29,097	$38,800	38
34.0	Director, News Bureau	$21,461	$18,200	$27,000	40
35.0	Director, Auxiliary Services	$30,000	$26,332	$33,781	46
36.0	Director, Admissions	$28,500	$24,494	$32,100	90
37.0	Director, Foreign Students	$19,666	$17,280	$23,894	42
38.0	Director, International Studies Education	$31,277	$27,797	$39,670	11
39.0	Director, Student Financial Aid	$25,600	$22,680	$28,147	106
40.0	Director, Student Placement	$23,053	$20,399	$26,640	98
41.0	Director, Student Counseling	$26,136	$23,500	$30,665	93
42.0	Director, Student Union	$24,000	$21,021	$26,900	81
43.0	Director, Student Health Services	$39,100	$20,150	$47,500	70
44.0	Director, Student Housing	$22,864	$19,830	$26,193	92
45.0	Director, Athletics	$32,432	$29,900	$37,125	96
46.0	Director, Campus Recreation/Intramurals	$19,594	$16,050	$23,400	54
47.0	Director, Alumni Affairs	$22,513	$20,000	$29,000	86
48.0	Director, Information Office	$25,000	$21,902	$28,733	58
49.0	Director, Community Services	$25,670	$24,012	$32,000	24
51.0	Chief Planning and Budget Officer	$37,100	$36,370	$49,000	10
52.0	Chief Development and Public Relations Officer	$37,728	$32,000	$43,000	22
53.0	Director, Personnel and Affirmative Action	$27,144	$21,450	$35,185	20
54.0	Director, Admissions and Financial Aid	$32,000	$29,500	$37,605	12
55.0	Director, Housing and Food Services	$30,500	$28,142	$33,144	10
56.0	Director, Development and Alumni Affairs	$29,000	$23,000	$31,200	11
57.0	Dean, Architecture	$44,000	$41,000	$46,000	5
58.0	Dean, Agriculture	$39,200	$34,500	$46,106	14
59.0	Dean, Arts and Letters	$39,000	$37,500	$45,000	15
60.0	Dean, Arts and Sciences	$40,800	$38,600	$44,800	78
61.0	Dean, Business	$41,731	$38,116	$46,123	90
62.0	Dean, Communications	$37,836	$34,144	$40,000	10
63.0	Dean, Continuing Education	$33,715	$30,000	$37,980	68
64.0	Dean, Dentistry	$58,000	$55,992	$62,000	8
65.0	Dean, Education	$40,000	$36,878	$43,500	79
66.0	Dean, Engineering	$45,920	$40,000	$53,004	42
68.0	Dean, Extension	$37,370	$33,750	$43,120	11
69.0	Dean, Fine Arts	$37,500	$33,500	$42,000	28
70.0	Dean, Graduate Programs	$39,250	$36,000	$42,800	87
71.0	Dean, Health Related Professions	$37,500	$36,398	$41,730	14
72.0	Dean, Home Economics	$36,901	$31,577	$42,780	13
73.0	Dean, Humanities	$39,000	$33,073	$43,000	23
75.0	Dean, Law	$53,810	$50,000	$58,000	36
76.0	Dean, Library and Information Sciences	$35,500	$33,000	$43,741	13
77.0	Dean, Mathematics	$31,104	$25,082	$34,750	9
78.0	Dean, Medicine	$74,890	$67,300	$96,000	15
79.0	Dean, Music	$34,538	$33,000	$40,000	14
80.0	Dean, Nursing	$40,273	$34,800	$43,113	43
81.0	Dean, Occupation Studies/Vocational Education/Technology	$38,060	$37,250	$41,340	18
82.0	Dean, Pharmacy	$42,000	$37,015	$48,000	9
84.0	Dean, Sciences	$39,000	$36,610	$44,988	33
85.0	Dean, Social Sciences	$33,250	$27,600	$43,650	16
86.0	Dean, Social Work	$38,500	$25,700	$40,000	12
87.0	Dean, Special Programs	$28,150	$25,100	$30,708	6
88.0	Dean, Undergraduate Programs	$37,600	$34,000	$43,300	10

Table 13
UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 104.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$61,301	$57,000	$68,046	20
2.0	Chief Executive Officer, Single Institution	$62,360	$59,324	$72,700	82
3.0	Executive Vice President	$58,800	$51,072	$67,000	30
4.0	Chief Academic Officer	$53,940	$50,000	$59,300	91
5.0	Chief Business Officer	$50,400	$45,348	$55,000	90
6.0	Chief Student Affairs Officer	$45,184	$41,339	$49,300	95
7.0	Chief Development Officer	$43,560	$36,500	$50,780	60
8.0	Chief Public Relations Officer	$38,341	$32,994	$44,050	67
9.0	Chief Planning Officer	$44,500	$34,020	$50,000	43
10.0	Director, Personnel/Human Resources	$34,002	$29,800	$39,732	87
11.0	Chief Health Professions Officer	$67,400	$50,700	$71,510	23
12.0	Chief Budgeting Officer	$35,500	$30,500	$40,300	64
13.0	Director, Legal Services	$39,500	$34,500	$44,750	44
14.0	Registrar	$30,708	$28,020	$35,568	94
16.0	Director, Learning Resources Center	$28,980	$23,084	$37,500	32
17.0	Director, Library Services	$41,100	$37,006	$45,000	93
18.0	Director, Computer Services	$38,000	$33,700	$42,987	91
19.0	Director, Educational Media Services	$29,926	$24,800	$35,196	48
20.0	Director, Institutional Research	$33,970	$29,580	$40,300	72
21.0	Director, Special and Deferred Gifts	$27,207	$23,405	$32,562	28
22.0	Administrator, Grants and Contracts	$32,155	$26,727	$38,171	86
23.0	Director, Affirmative Action/Equal Employment	$28,080	$25,000	$32,000	73
24.0	Director, Employee Training	$22,910	$17,975	$27,285	35
25.0	Comptroller	$37,216	$33,800	$42,000	82
26.0	Director, Internal Audit	$28,800	$26,016	$31,728	74
27.0	Bursar	$26,040	$21,600	$28,400	46
28.0	Director, Food Services	$29,070	$25,585	$32,000	57
29.0	Director, Physical Plant	$35,833	$33,870	$38,280	98
30.0	Director, Purchasing	$27,996	$24,762	$31,500	94
31.0	Director, Bookstore	$26,000	$23,500	$29,820	78
32.0	Director, Campus Security	$27,200	$24,550	$32,248	91
33.0	Director, Information Systems	$36,400	$30,000	$41,000	47
34.0	Director, News Bureau	$24,661	$19,567	$27,746	35
35.0	Director, Auxiliary Services	$34,210	$30,253	$40,000	57
36.0	Director, Admissions	$31,500	$28,295	$35,300	93
37.0	Director, Foreign Students	$22,575	$19,112	$26,160	47
38.0	Director, International Studies Education	$39,150	$30,000	$42,840	25
39.0	Director, Student Financial Aid	$28,000	$25,500	$31,000	99
40.0	Director, Student Placement	$28,100	$24,615	$31,393	91
41.0	Director, Student Counseling	$30,350	$28,200	$34,260	88
42.0	Director, Student Union	$27,900	$22,008	$32,300	76
43.0	Director, Student Health Services	$46,171	$40,044	$53,460	81
44.0	Director, Student Housing	$27,398	$23,027	$31,746	74
45.0	Director, Athletics	$40,000	$34,736	$45,600	89
46.0	Director, Campus Recreation/Intramurals	$25,000	$21,292	$27,804	55
47.0	Director, Alumni Affairs	$28,562	$24,500	$32,427	79
48.0	Director, Information Office	$28,687	$22,985	$33,000	52
49.0	Director, Community Services	$24,240	$22,408	$34,990	20
50.0	Administrator, Hospital Medical Center	$56,451	$44,700	$62,700	18
51.0	Chief Planning and Budget Officer	$43,680	$35,000	$51,000	16
52.0	Chief Development and Public Relations Officer	$47,700	$43,649	$57,368	19
53.0	Director, Personnel and Affirmative Action	$32,000	$28,872	$38,200	9
54.0	Director, Admissions and Financial Aid	$44,000	$39,300	$47,700	7
55.0	Director, Housing and Food Services	$34,500	$31,746	$37,400	13
56.0	Director, Development and Alumni Affairs	$34,668	$31,368	$41,520	14
57.0	Dean, Architecture	$47,360	$44,000	$50,500	26
58.0	Dean, Agriculture	$51,550	$45,075	$55,620	20
59.0	Dean, Arts and Letters	$42,000	$40,000	$49,300	14
60.0	Dean, Arts and Sciences	$49,499	$45,000	$53,217	68
61.0	Dean, Business	$48,703	$45,000	$53,000	93
62.0	Dean, Communications	$46,100	$38,600	$56,238	10
63.0	Dean, Continuing Education	$42,000	$37,413	$45,348	69
64.0	Dean, Dentistry	$62,000	$59,000	$72,317	17
65.0	Dean, Education	$45,500	$43,248	$50,000	86
66.0	Dean, Engineering	$50,000	$46,000	$56,240	57
67.0	Dean, Experimental Programs	$42,416	$36,000	$50,112	6
68.0	Dean, Extension	$43,388	$37,500	$49,551	22
69.0	Dean, Fine Arts	$46,400	$42,187	$49,300	35
70.0	Dean, Graduate Programs	$45,000	$41,000	$50,500	85
71.0	Dean, Health Related Professions	$44,512	$39,700	$49,000	25
72.0	Dean, Home Economics	$45,000	$39,589	$48,200	18
73.0	Dean, Humanities	$45,348	$40,008	$51,000	12
75.0	Dean, Law	$59,300	$52,000	$70,000	34
76.0	Dean, Library and Information Sciences	$41,727	$38,500	$45,950	19
77.0	Dean, Mathematics	$42,200	$35,000	$47,500	12
78.0	Dean, Medicine	$80,000	$68,000	$88,404	27
79.0	Dean, Music	$40,075	$39,333	$44,750	18
80.0	Dean, Nursing	$43,756	$40,193	$46,545	41
81.0	Dean, Occupation Studies/Vocational Education/Technology	$41,280	$39,900	$45,275	14
82.0	Dean, Pharmacy	$53,300	$48,500	$59,130	17
84.0	Dean, Sciences	$47,500	$44,800	$52,700	21
85.0	Dean, Social Sciences	$47,160	$38,000	$57,000	12
86.0	Dean, Social Work	$47,000	$43,083	$52,435	25
87.0	Dean, Special Programs	$30,000	$22,800	$49,963	7
88.0	Dean, Undergraduate Programs	$40,860	$37,830	$46,217	18
89.0	Dean, Veterinary Medicine	$57,845	$52,512	$63,000	11

Table 14
UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 20,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,250	$62,360	$78,000	33
2.0	Chief Executive Officer, Single Institution	$66,288	$60,228	$75,000	30
3.0	Executive Vice President	$57,600	$51,895	$66,790	20
4.0	Chief Academic Officer	$56,645	$51,700	$62,000	51
5.0	Chief Business Officer	$52,800	$49,275	$58,000	54
6.0	Chief Student Affairs Officer	$48,900	$45,348	$52,000	41
7.0	Chief Development Officer	$46,700	$44,636	$54,755	24
8.0	Chief Public Relations Officer	$43,000	$34,500	$48,464	34
9.0	Chief Planning Officer	$46,125	$41,800	$51,895	21
10.0	Director, Personnel/Human Resources	$37,300	$32,500	$42,000	51
11.0	Chief Health Professions Officer	$64,000	$57,000	$68,000	16
12.0	Chief Budgeting Officer	$37,285	$33,515	$46,000	43
13.0	Director, Legal Services	$46,000	$34,700	$52,000	39
14.0	Registrar	$35,500	$32,019	$37,896	39
16.0	Director, Learning Resources Center	$37,715	$34,200	$42,900	18
17.0	Director, Library Services	$46,000	$42,000	$49,800	40
18.0	Director, Computer Services	$41,880	$37,800	$47,508	44
19.0	Director, Educational Media Services	$30,000	$28,123	$33,500	17
20.0	Director, Institutional Research	$36,500	$33,000	$41,140	35
21.0	Director, Special and Deferred Gifts	$32,400	$29,880	$41,280	18
22.0	Administrator, Grants and Contracts	$36,795	$33,233	$43,050	40
23.0	Director, Affirmative Action/Equal Employment	$30,500	$26,640	$36,795	48
24.0	Director, Employee Training	$26,000	$22,278	$29,160	21
25.0	Comptroller	$39,900	$36,600	$46,000	47
26.0	Director, Internal Audit	$31,000	$28,135	$38,000	40
27.0	Bursar	$29,200	$24,503	$34,000	22
28.0	Director, Food Services	$32,500	$29,200	$36,708	20
29.0	Director, Physical Plant	$40,000	$36,240	$45,480	47
30.0	Director, Purchasing	$33,528	$29,438	$38,500	46
31.0	Director, Bookstore	$26,626	$23,525	$30,168	32
32.0	Director, Campus Security	$32,904	$27,500	$36,001	42
33.0	Director, Information Systems	$38,950	$34,623	$44,892	32
34.0	Director, News Bureau	$32,442	$25,940	$36,336	20
35.0	Director, Auxiliary Services	$38,760	$32,460	$44,185	19
36.0	Director, Admissions	$33,867	$29,760	$37,770	37
37.0	Director, Foreign Students	$25,900	$22,050	$33,096	30
38.0	Director, International Studies Education	$31,044	$27,400	$43,000	18
39.0	Director, Student Financial Aid	$31,770	$27,252	$36,400	42
40.0	Director, Student Placement	$30,140	$25,203	$36,700	39
41.0	Director, Student Counseling	$35,347	$30,000	$39,732	40
42.0	Director, Student Union	$31,407	$28,415	$36,786	37
43.0	Director, Student Health Services	$50,836	$45,050	$54,960	42
44.0	Director, Student Housing	$33,696	$27,900	$36,600	32
45.0	Director, Athletics	$49,000	$42,500	$53,165	39
46.0	Director, Campus Recreation/Intramurals	$26,663	$22,608	$35,000	33
47.0	Director, Alumni Affairs	$34,000	$26,000	$39,000	27
48.0	Director, Information Office	$34,922	$29,400	$40,439	35
49.0	Director, Community Services	$33,200	$30,000	$40,080	11
50.0	Administrator, Hospital Medical Center	$55,740	$37,000	$69,500	12
51.0	Chief Planning and Budget Officer	$54,197	$46,400	$58,100	13
52.0	Chief Development and Public Relations Officer	$52,000	$46,664	$55,000	9
55.0	Director, Housing and Food Services	$39,174	$32,580	$44,300	11
57.0	Dean, Architecture	$44,954	$44,000	$51,600	18
58.0	Dean, Agriculture	$54,500	$50,000	$56,000	25
59.0	Dean, Arts and Letters	$51,775	$47,436	$56,200	5
60.0	Dean, Arts and Sciences	$52,000	$49,050	$56,106	28
61.0	Dean, Business	$54,000	$48,000	$57,000	39
62.0	Dean, Communications	$45,500	$42,600	$47,307	19
63.0	Dean, Continuing Education	$44,000	$39,300	$46,908	32
64.0	Dean, Dentistry	$59,964	$59,200	$63,000	8
65.0	Dean, Education	$49,000	$45,700	$52,800	40
66.0	Dean, Engineering	$55,000	$50,950	$60,000	39
68.0	Dean, Extension	$47,500	$42,865	$53,000	12
69.0	Dean, Fine Arts	$46,325	$38,600	$51,600	16
70.0	Dean, Graduate Programs	$51,400	$48,000	$57,500	34
71.0	Dean, Health Related Professions	$50,000	$42,330	$56,600	16
72.0	Dean, Home Economics	$48,804	$43,400	$54,000	17
73.0	Dean, Humanities	$45,348	$36,796	$54,000	10
75.0	Dean, Law	$57,000	$54,500	$64,010	30
76.0	Dean, Library and Information Sciences	$41,500	$37,950	$48,800	18
77.0	Dean, Mathematics	$48,000	$43,100	$55,000	10
78.0	Dean, Medicine	$76,341	$65,000	$79,596	17
79.0	Dean, Music	$45,106	$44,000	$51,509	14
80.0	Dean, Nursing	$49,400	$39,732	$52,083	23
81.0	Dean, Occupation Studies/Vocational Education/Technology	$47,500	$46,181	$48,528	5
82.0	Dean, Pharmacy	$51,925	$49,910	$55,000	18
84.0	Dean, Sciences	$53,800	$45,348	$58,200	13
85.0	Dean, Social Sciences	$45,888	$36,796	$50,667	10
86.0	Dean, Social Work	$46,276	$43,100	$49,080	21
88.0	Dean, Undergraduate Programs	$43,236	$36,948	$52,948	7
89.0	Dean, Veterinary Medicine	$54,800	$50,500	$57,250	14

Table 15
PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 4,999 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 59.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,360	$48,000	$57,500	54
3.0	Executive Vice President	$41,000	$35,000	$44,500	21
4.0	Chief Academic Officer	$43,553	$38,500	$47,778	53
5.0	Chief Business Officer	$39,336	$34,508	$43,455	53
6.0	Chief Student Affairs Officer	$34,500	$30,000	$38,500	54
7.0	Chief Development Officer	$30,500	$26,000	$33,621	27
8.0	Chief Public Relations Officer	$28,990	$25,500	$34,500	27
9.0	Chief Planning Officer	$32,350	$28,400	$49,000	17
10.0	Director, Personnel/Human Resources	$24,928	$21,000	$29,705	29
11.0	Chief Health Professions Officer	$25,017	$20,892	$29,930	5
12.0	Chief Budgeting Officer	$27,279	$22,550	$39,972	19
13.0	Director, Legal Services	$25,566	$23,000	$34,451	7
14.0	Registrar	$25,000	$22,200	$30,520	52
16.0	Director, Learning Resources Center	$31,000	$24,642	$33,992	15
17.0	Director, Library Services	$29,460	$27,200	$34,000	51
18.0	Director, Computer Services	$26,330	$23,643	$32,600	50
19.0	Director, Educational Media Services	$23,345	$20,380	$25,740	20
20.0	Director, Institutional Research	$28,240	$25,128	$31,320	32
22.0	Administrator, Grants and Contracts	$27,500	$18,164	$36,281	21
23.0	Director, Affirmative Action/Equal Employment	$25,775	$20,865	$31,020	23
25.0	Comptroller	$27,792	$22,972	$32,500	35
26.0	Director, Internal Audit	$21,480	$19,170	$25,708	11
27.0	Bursar	$21,780	$19,978	$24,120	13
28.0	Director, Food Services	$21,616	$21,000	$23,400	12
29.0	Director, Physical Plant	$28,500	$23,950	$32,050	53
30.0	Director, Purchasing	$20,388	$17,200	$23,515	38
31.0	Director, Bookstore	$17,400	$14,900	$20,000	35
32.0	Director, Campus Security	$18,612	$16,800	$23,050	43
33.0	Director, Information Systems	$28,344	$26,280	$29,532	8
34.0	Director, News Bureau	$20,412	$17,300	$26,040	11
35.0	Director, Auxiliary Services	$24,960	$19,476	$26,500	16
36.0	Director, Admissions	$24,306	$22,000	$27,957	37
37.0	Director, Foreign Students	$18,267	$16,820	$21,401	14
39.0	Director, Student Financial Aid	$22,428	$19,225	$25,870	52
40.0	Director, Student Placement	$21,100	$20,422	$26,430	42
41.0	Director, Student Counseling	$24,775	$22,800	$26,904	34
42.0	Director, Student Union	$22,244	$18,750	$25,735	26
43.0	Director, Student Health Services	$21,539	$17,616	$35,495	21
44.0	Director, Student Housing	$19,429	$16,800	$24,540	31
45.0	Director, Athletics	$32,000	$25,842	$34,633	41
46.0	Director, Campus Recreation/Intramurals	$17,772	$14,300	$22,100	11
47.0	Director, Alumni Affairs	$20,330	$16,000	$23,730	27
48.0	Director, Information Office	$20,710	$16,500	$26,685	20
49.0	Director, Community Services	$27,500	$18,841	$32,579	10
52.0	Chief Development and Public Relations Officer	$30,500	$30,372	$32,497	5
53.0	Director, Personnel and Affirmative Action	$20,200	$15,120	$30,095	15
54.0	Director, Admissions and Financial Aid	$29,300	$25,000	$30,200	5
56.0	Director, Development and Alumni Affairs	$28,500	$23,650	$33,868	9
58.0	Dean, Agriculture	$37,000	$28,950	$40,500	13
59.0	Dean, Arts and Letters	$38,615	$28,440	$40,810	5
60.0	Dean, Arts and Sciences	$38,000	$34,464	$41,671	33
61.0	Dean, Business	$37,000	$32,491	$43,891	46
63.0	Dean, Continuing Education	$33,625	$27,250	$35,900	21
65.0	Dean, Education	$37,500	$30,840	$41,001	40
66.0	Dean, Engineering	$42,250	$36,500	$50,113	11
69.0	Dean, Fine Arts	$29,640	$26,843	$37,500	10
70.0	Dean, Graduate Programs	$37,183	$33,200	$40,000	29
72.0	Dean, Home Economics	$27,812	$27,500	$30,000	5
73.0	Dean, Humanities	$33,339	$25,938	$40,052	11
77.0	Dean, Mathematics	$33,800	$28,290	$36,553	10
79.0	Dean, Music	$31,070	$29,000	$37,355	5
80.0	Dean, Nursing	$30,555	$27,384	$37,225	18
81.0	Dean, Occupation Studies/Vocational Education/Technology	$30,610	$30,100	$35,900	6
84.0	Dean, Sciences	$35,436	$29,430	$43,728	14
85.0	Dean, Social Sciences	$30,067	$26,875	$35,395	11
86.0	Dean, Social Work	$30,240	$30,180	$35,644	5

Table 16
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,500	$53,900	$74,059	7
2.0	Chief Executive Officer, Single Institution	$54,187	$48,110	$58,500	68
3.0	Executive Vice President	$42,555	$39,968	$46,405	17
4.0	Chief Academic Officer	$45,600	$42,500	$49,600	72
5.0	Chief Business Officer	$42,000	$38,900	$46,000	67
6.0	Chief Student Affairs Officer	$38,422	$36,344	$40,000	73
7.0	Chief Development Officer	$35,000	$29,505	$39,660	39
8.0	Chief Public Relations Officer	$33,500	$29,328	$37,585	41
9.0	Chief Planning Officer	$36,000	$32,910	$42,390	24
10.0	Director, Personnel/Human Resources	$26,332	$23,000	$31,524	58
11.0	Chief Health Professions Officer	$66,288	$45,852	$74,000	6
12.0	Chief Budgeting Officer	$30,900	$27,250	$37,152	52
13.0	Director, Legal Services	$33,839	$29,000	$38,508	21
14.0	Registrar	$29,269	$25,209	$32,000	64
16.0	Director, Learning Resources Center	$30,450	$25,000	$35,000	19
17.0	Director, Library Services	$34,000	$31,882	$37,600	64
18.0	Director, Computer Services	$30,485	$28,116	$36,000	65
19.0	Director, Educational Media Services	$23,524	$19,311	$29,158	30
20.0	Director, Institutional Research	$31,099	$26,308	$34,300	53
21.0	Director, Special and Deferred Gifts	$27,500	$20,000	$30,209	7
22.0	Administrator, Grants and Contracts	$28,165	$23,031	$30,936	44
23.0	Director, Affirmative Action/Equal Employment	$26,804	$22,000	$29,200	51
24.0	Director, Employee Training	$23,125	$13,496	$26,916	7
25.0	Comptroller	$29,430	$27,300	$35,400	58
26.0	Director, Internal Audit	$22,910	$20,202	$27,792	43
27.0	Bursar	$21,298	$17,000	$27,004	27
28.0	Director, Food Services	$25,000	$22,975	$27,159	32
29.0	Director, Physical Plant	$31,353	$27,897	$34,428	71
30.0	Director, Purchasing	$23,666	$20,379	$26,520	67
31.0	Director, Bookstore	$22,800	$18,384	$25,692	58
32.0	Director, Campus Security	$20,496	$18,069	$24,000	65
33.0	Director, Information Systems	$30,000	$28,116	$34,765	17
34.0	Director, News Bureau	$21,118	$16,600	$27,264	23
35.0	Director, Auxiliary Services	$30,025	$25,300	$33,192	31
36.0	Director, Admissions	$27,263	$24,000	$30,796	61
37.0	Director, Foreign Students	$19,666	$17,808	$25,210	25
38.0	Director, International Studies Education	$30,541	$27,797	$39,670	10
39.0	Director, Student Financial Aid	$25,410	$22,680	$27,809	72
40.0	Director, Student Placement	$24,000	$21,850	$27,739	63
41.0	Director, Student Counseling	$27,936	$24,201	$31,388	65
42.0	Director, Student Union	$25,104	$22,040	$27,433	57
43.0	Director, Student Health Services	$42,200	$20,150	$47,832	47
44.0	Director, Student Housing	$23,338	$21,000	$26,290	59
45.0	Director, Athletics	$32,425	$29,500	$36,480	64
46.0	Director, Campus Recreation/Intramurals	$19,560	$17,052	$21,733	37
47.0	Director, Alumni Affairs	$22,000	$19,284	$25,104	56
48.0	Director, Information Office	$25,000	$21,902	$28,468	39
49.0	Director, Community Services	$27,500	$25,400	$31,816	16
51.0	Chief Planning and Budget Officer	$36,900	$36,370	$39,000	6
52.0	Chief Development and Public Relations Officer	$36,771	$30,600	$38,600	14
53.0	Director, Personnel and Affirmative Action	$27,144	$24,475	$33,575	10
55.0	Director, Housing and Food Services	$30,500	$28,142	$33,144	6
56.0	Director, Development and Alumni Affairs	$27,000	$23,000	$29,500	9
58.0	Dean, Agriculture	$39,200	$34,500	$46,106	14
59.0	Dean, Arts and Letters	$39,000	$37,500	$45,000	15
60.0	Dean, Arts and Sciences	$40,769	$38,500	$44,200	50
61.0	Dean, Business	$40,123	$37,700	$43,800	62
62.0	Dean, Communications	$36,200	$34,144	$38,531	6
63.0	Dean, Continuing Education	$33,715	$29,705	$37,165	45
65.0	Dean, Education	$38,878	$37,008	$43,180	63
66.0	Dean, Engineering	$43,200	$36,496	$47,000	24
68.0	Dean, Extension	$36,700	$33,750	$42,900	10
69.0	Dean, Fine Arts	$37,500	$33,500	$42,000	23
70.0	Dean, Graduate Programs	$38,441	$36,000	$42,383	64
71.0	Dean, Health Related Professions	$37,500	$36,398	$40,260	12
72.0	Dean, Home Economics	$35,836	$26,484	$42,500	12
73.0	Dean, Humanities	$39,000	$33,480	$42,776	16
75.0	Dean, Law	$49,800	$46,000	$52,920	11
76.0	Dean, Library and Information Sciences	$35,500	$35,101	$43,741	7
77.0	Dean, Mathematics	$31,104	$25,082	$34,750	7
78.0	Dean, Medicine	$70,000	$49,500	$75,000	6
79.0	Dean, Music	$33,604	$30,396	$36,725	7
80.0	Dean, Nursing	$36,750	$33,504	$42,800	29
81.0	Dean, Occupation Studies/Vocational Education/Technology	$38,060	$37,250	$41,340	18
82.0	Dean, Pharmacy	$37,393	$35,800	$42,000	5
84.0	Dean, Sciences	$38,300	$36,610	$43,105	27
85.0	Dean, Social Sciences	$35,920	$30,683	$43,650	13
86.0	Dean, Social Work	$33,255	$25,700	$40,000	8
88.0	Dean, Undergraduate Programs	$37,600	$36,000	$42,515	6

Table 17
PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 83.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$61,301	$57,000	$65,800	17
2.0	Chief Executive Officer, Single Institution	$61,500	$59,000	$67,000	66
3.0	Executive Vice President	$56,500	$51,072	$60,000	19
4.0	Chief Academic Officer	$53,500	$50,000	$57,240	76
5.0	Chief Business Officer	$49,828	$45,096	$54,000	75
6.0	Chief Student Affairs Officer	$45,184	$41,760	$48,200	78
7.0	Chief Development Officer	$38,700	$36,000	$46,500	46
8.0	Chief Public Relations Officer	$38,341	$32,994	$43,714	49
9.0	Chief Planning Officer	$39,200	$34,020	$46,300	36
10.0	Director, Personnel/Human Resources	$33,500	$29,736	$38,236	70
11.0	Chief Health Professions Officer	$67,400	$61,500	$68,900	16
12.0	Chief Budgeting Officer	$34,800	$30,324	$40,019	52
13.0	Director, Legal Services	$38,200	$34,100	$42,840	37
14.0	Registrar	$30,708	$28,020	$35,568	75
16.0	Director, Learning Resources Center	$28,980	$23,477	$38,000	26
17.0	Director, Library Services	$41,100	$37,400	$44,530	76
18.0	Director, Computer Services	$38,000	$33,700	$42,987	75
19.0	Director, Educational Media Services	$30,250	$26,038	$36,085	43
20.0	Director, Institutional Research	$34,300	$29,580	$41,639	59
21.0	Director, Special and Deferred Gifts	$26,275	$20,600	$29,280	20
22.0	Administrator, Grants and Contracts	$32,060	$26,600	$37,500	68
23.0	Director, Affirmative Action/Equal Employment	$26,500	$24,970	$30,200	60
24.0	Director, Employee Training	$21,108	$17,903	$27,934	30
25.0	Comptroller	$36,407	$33,000	$39,500	65
26.0	Director, Internal Audit	$28,000	$24,630	$31,449	58
27.0	Bursar	$26,500	$22,866	$28,200	34
28.0	Director, Food Services	$29,000	$25,500	$31,260	50
29.0	Director, Physical Plant	$35,808	$33,870	$37,900	78
30.0	Director, Purchasing	$27,350	$24,450	$31,200	76
31.0	Director, Bookstore	$25,956	$23,800	$29,796	64
32.0	Director, Campus Security	$27,132	$24,036	$31,489	75
33.0	Director, Information Systems	$35,385	$29,244	$40,918	34
34.0	Director, News Bureau	$24,300	$18,938	$26,300	28
35.0	Director, Auxiliary Services	$33,875	$29,695	$38,300	48
36.0	Director, Admissions	$30,300	$26,900	$34,700	74
37.0	Director, Foreign Students	$21,039	$19,000	$25,820	37
38.0	Director, International Studies Education	$39,276	$31,015	$43,356	22
39.0	Director, Student Financial Aid	$27,548	$25,560	$30,750	78
40.0	Director, Student Placement	$28,100	$24,615	$31,632	71
41.0	Director, Student Counseling	$30,350	$28,260	$34,000	73
42.0	Director, Student Union	$28,100	$23,806	$32,620	63
43.0	Director, Student Health Services	$46,046	$40,546	$52,020	65
44.0	Director, Student Housing	$27,300	$23,027	$31,746	62
45.0	Director, Athletics	$40,000	$34,828	$44,275	71
46.0	Director, Campus Recreation/Intramurals	$24,980	$21,292	$27,492	48
47.0	Director, Alumni Affairs	$27,624	$24,464	$32,000	64
48.0	Director, Information Office	$28,432	$23,379	$31,423	44
49.0	Director, Community Services	$24,240	$22,440	$34,990	15
50.0	Administrator, Hospital Medical Center	$53,415	$44,700	$61,820	14
51.0	Chief Planning and Budget Officer	$43,680	$39,732	$50,000	10
52.0	Chief Development and Public Relations Officer	$46,500	$43,464	$50,400	16
53.0	Director, Personnel and Affirmative Action	$28,872	$26,101	$34,657	6
55.0	Director, Housing and Food Services	$34,500	$31,746	$37,400	9
56.0	Director, Development and Alumni Affairs	$34,668	$31,000	$41,040	10
57.0	Dean, Architecture	$47,360	$44,000	$49,937	21
58.0	Dean, Agriculture	$51,550	$45,075	$55,620	20
59.0	Dean, Arts and Letters	$42,000	$40,000	$49,300	14
60.0	Dean, Arts and Sciences	$49,499	$45,000	$52,000	51
61.0	Dean, Business	$48,000	$44,800	$51,000	73
62.0	Dean, Communications	$42,100	$38,529	$47,000	7
63.0	Dean, Continuing Education	$41,800	$37,500	$44,975	57
64.0	Dean, Dentistry	$61,822	$55,750	$72,317	8
65.0	Dean, Education	$45,840	$43,650	$49,300	71
66.0	Dean, Engineering	$49,039	$45,348	$52,900	49
67.0	Dean, Experimental Programs	$48,660	$42,416	$50,112	5
68.0	Dean, Extension	$44,500	$37,500	$49,571	18
69.0	Dean, Fine Arts	$45,500	$41,000	$48,121	28
70.0	Dean, Graduate Programs	$44,946	$40,330	$49,797	74
71.0	Dean, Health Related Professions	$44,512	$39,700	$49,200	23
72.0	Dean, Home Economics	$46,650	$39,589	$48,200	17
73.0	Dean, Humanities	$48,100	$41,335	$53,000	11
75.0	Dean, Law	$58,000	$50,000	$62,000	17
76.0	Dean, Library and Information Sciences	$41,489	$38,500	$43,050	15
77.0	Dean, Mathematics	$40,640	$35,000	$45,348	10
78.0	Dean, Medicine	$77,215	$63,500	$80,800	17
79.0	Dean, Music	$39,750	$39,333	$44,488	14
80.0	Dean, Nursing	$43,756	$37,773	$47,169	34
81.0	Dean, Occupation Studies/Vocational Education/Technology	$41,280	$39,900	$45,090	13
82.0	Dean, Pharmacy	$52,054	$46,000	$55,248	14
84.0	Dean, Sciences	$48,000	$45,348	$53,190	19
85.0	Dean, Social Sciences	$47,160	$41,280	$55,300	9
86.0	Dean, Social Work	$46,999	$40,000	$52,000	17
87.0	Dean, Special Programs	$35,000	$30,000	$49,963	5
88.0	Dean, Undergraduate Programs	$40,860	$37,830	$44,300	13
89.0	Dean, Veterinary Medicine	$55,900	$52,512	$60,000	10

Table 18
PUBLIC UNIVERSITITES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,250	$62,360	$78,000	33
2.0	Chief Executive Officer, Single Institution	$65,800	$60,000	$69,645	28
3.0	Executive Vice President	$58,600	$51,895	$68,000	19
4.0	Chief Academic Officer	$56,600	$51,700	$61,300	49
5.0	Chief Business Officer	$52,500	$49,000	$58,000	52
6.0	Chief Student Affairs Officer	$48,900	$45,348	$52,000	39
7.0	Chief Development Officer	$46,327	$44,636	$54,755	22
8.0	Chief Public Relations Officer	$42,000	$34,300	$46,272	32
9.0	Chief Planning Officer	$45,000	$41,400	$51,895	20
10.0	Director, Personnel/Human Resources	$37,000	$32,400	$42,000	48
11.0	Chief Health Professions Officer	$64,000	$57,000	$68,000	15
12.0	Chief Budgeting Officer	$37,285	$33,600	$45,500	41
13.0	Director, Legal Services	$45,549	$34,700	$52,000	38
14.0	Registrar	$35,500	$32,019	$37,896	36
16.0	Director, Learning Resources Center	$39,472	$34,500	$42,900	17
17.0	Director, Library Services	$46,680	$43,120	$50,000	37
18.0	Director, Computer Services	$41,880	$38,000	$47,950	42
19.0	Director, Educational Media Services	$30,000	$27,237	$36,800	15
20.0	Director, Institutional Research	$36,000	$33,000	$41,100	33
21.0	Director, Special and Deferred Gifts	$32,000	$25,300	$41,280	16
22.0	Administrator, Grants and Contracts	$36,618	$33,233	$43,050	38
23.0	Director, Affirmative Action/Equal Employment	$30,500	$27,500	$36,795	45
24.0	Director, Employee Training	$26,000	$22,278	$29,160	21
25.0	Comptroller	$39,769	$36,600	$45,600	44
26.0	Director, Internal Audit	$31,000	$28,135	$38,500	38
27.0	Bursar	$28,380	$23,000	$33,100	20
28.0	Director, Food Services	$32,500	$29,200	$36,708	20
29.0	Director, Physical Plant	$40,000	$36,240	$45,480	44
30.0	Director, Purchasing	$33,720	$29,000	$38,500	44
31.0	Director, Bookstore	$26,626	$23,525	$30,498	30
32.0	Director, Campus Security	$33,000	$27,748	$36,630	39
33.0	Director, Information Systems	$38,004	$34,623	$44,892	30
34.0	Director, News Bureau	$32,442	$26,520	$36,336	18
35.0	Director, Auxiliary Services	$38,760	$32,460	$44,185	17
36.0	Director, Admissions	$32,254	$29,760	$37,752	34
37.0	Director, Foreign Students	$26,900	$22,224	$33,096	28
38.0	Director, International Studies Education	$31,044	$27,400	$36,500	17
39.0	Director, Student Financial Aid	$31,770	$27,252	$36,400	39
40.0	Director, Student Placement	$29,108	$25,100	$36,600	36
41.0	Director, Student Counseling	$35,649	$30,000	$39,770	37
42.0	Director, Student Union	$31,450	$28,800	$37,068	34
43.0	Director, Student Health Services	$50,974	$45,050	$54,960	39
44.0	Director, Student Housing	$33,931	$28,700	$37,109	29
45.0	Director, Athletics	$49,405	$42,900	$53,165	36
46.0	Director, Campus Recreation/Intramurals	$26,663	$22,608	$35,551	31
47.0	Director, Alumni Affairs	$35,200	$29,400	$39,000	24
48.0	Director, Information Office	$34,922	$29,400	$38,000	32
49.0	Director, Community Services	$34,884	$32,300	$40,080	9
50.0	Administrator, Hospital Medical Center	$55,740	$37,000	$69,500	11
51.0	Chief Planning and Budget Officer	$54,197	$46,400	$58,100	13
52.0	Chief Development and Public Relations Officer	$52,000	$46,664	$55,000	9
55.0	Director, Housing and Food Services	$39,174	$32,580	$44,300	11
57.0	Dean, Architecture	$44,954	$44,000	$51,600	18
58.0	Dean, Agriculture	$54,500	$50,000	$56,000	25
59.0	Dean, Arts and Letters	$51,775	$47,436	$56,200	5
60.0	Dean, Arts and Sciences	$51,000	$49,050	$56,800	25
61.0	Dean, Business	$52,800	$47,532	$56,400	36
62.0	Dean, Communications	$45,500	$42,600	$47,307	17
63.0	Dean, Continuing Education	$45,000	$39,300	$48,600	29
64.0	Dean, Dentistry	$59,770	$59,200	$74,504	6
65.0	Dean, Education	$49,000	$46,900	$53,000	38
66.0	Dean, Engineering	$55,000	$50,450	$59,250	36
68.0	Dean, Extension	$47,500	$42,865	$53,000	11
69.0	Dean, Fine Arts	$46,325	$38,600	$51,633	15
70.0	Dean, Graduate Programs	$51,895	$48,500	$57,500	33
71.0	Dean, Health Related Professions	$50,000	$45,348	$58,000	14
72.0	Dean, Home Economics	$48,804	$43,400	$54,000	17
73.0	Dean, Humanities	$45,348	$36,796	$54,000	10
75.0	Dean, Law	$56,900	$52,500	$63,000	27
76.0	Dean, Library and Information Sciences	$41,500	$37,950	$48,800	18
77.0	Dean, Mathematics	$48,000	$43,100	$55,000	10
78.0	Dean, Medicine	$76,000	$64,200	$77,094	16
79.0	Dean, Music	$45,106	$44,000	$51,509	13
80.0	Dean, Nursing	$49,400	$39,732	$52,083	20
81.0	Dean, Occupation Studies/Vocational Education/Technology	$47,500	$46,181	$48,528	5
82.0	Dean, Pharmacy	$51,925	$48,150	$55,000	16
84.0	Dean, Sciences	$53,800	$45,348	$58,200	13
85.0	Dean, Social Sciences	$45,888	$36,796	$50,667	10
86.0	Dean, Social Work	$46,200	$40,094	$49,080	19
88.0	Dean, Undergraduate Programs	$43,236	$36,948	$52,948	7
89.0	Dean, Veterinary Medicine	$54,800	$50,500	$57,250	14

Table 19
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 37.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,000	$45,000	$60,000	35
3.0	Executive Vice President	$37,500	$34,200	$42,563	11
4.0	Chief Academic Officer	$39,360	$35,000	$46,500	26
5.0	Chief Business Officer	$37,700	$33,000	$44,052	31
6.0	Chief Student Affairs Officer	$27,800	$25,000	$34,800	26
7.0	Chief Development Officer	$35,000	$30,000	$39,600	26
8.0	Chief Public Relations Officer	$25,450	$18,738	$28,000	20
9.0	Chief Planning Officer	$30,000	$21,600	$30,000	5
10.0	Director, Personnel/Human Resources	$22,680	$19,404	$25,189	13
12.0	Chief Budgeting Officer	$26,700	$22,584	$34,800	9
14.0	Registrar	$22,400	$18,600	$26,400	37
15.0	Director, Church Relations	$22,800	$18,300	$25,836	8
17.0	Director, Library Services	$22,200	$18,816	$28,000	35
18.0	Director, Computer Services	$23,000	$20,076	$28,250	25
19.0	Director, Educational Media Services	$17,750	$14,000	$19,170	12
20.0	Director, Institutional Research	$22,900	$17,353	$26,736	8
21.0	Director, Special and Deferred Gifts	$27,177	$25,000	$28,000	13
22.0	Administrator, Grants and Contracts	$27,000	$20,664	$37,000	8
23.0	Director, Affirmative Action/Equal Employment	$27,000	$16,000	$31,386	7
25.0	Comptroller	$25,000	$22,020	$30,000	30
27.0	Bursar	$13,500	$10,900	$18,500	7
28.0	Director, Food Services	$18,400	$16,400	$22,500	8
29.0	Director, Physical Plant	$24,000	$20,700	$25,725	33
30.0	Director, Purchasing	$17,184	$13,200	$22,056	15
31.0	Director, Bookstore	$14,884	$12,400	$17,250	29
32.0	Director, Campus Security	$16,775	$12,500	$20,580	22
34.0	Director, News Bureau	$16,390	$13,581	$19,500	8
35.0	Director, Auxiliary Services	$26,750	$22,400	$44,758	8
36.0	Director, Admissions	$24,000	$23,220	$28,000	28
37.0	Director, Foreign Students	$20,400	$18,360	$23,850	7
39.0	Director, Student Financial Aid	$20,000	$15,000	$23,900	31
40.0	Director, Student Placement	$17,429	$15,000	$21,100	25
41.0	Director, Student Counseling	$20,800	$17,035	$23,000	19
42.0	Director, Student Union	$15,600	$14,500	$18,650	13
43.0	Director, Student Health Services	$21,152	$14,667	$36,700	14
44.0	Director, Student Housing	$16,050	$13,700	$20,700	24
45.0	Director, Athletics	$26,500	$23,600	$28,500	26
46.0	Director, Campus Recreation/Intramurals	$15,600	$10,250	$16,920	8
47.0	Director, Alumni Affairs	$18,800	$16,000	$22,556	27
48.0	Director, Information Office	$18,000	$14,000	$19,925	12
52.0	Chief Development and Public Relations Officer	$27,250	$27,000	$33,500	6
60.0	Dean, Arts and Sciences	$32,525	$30,000	$33,801	13
61.0	Dean, Business	$32,953	$26,463	$35,333	12
63.0	Dean, Continuing Education	$23,554	$23,000	$25,400	9
65.0	Dean, Education	$26,400	$25,200	$31,500	6
70.0	Dean, Graduate Programs	$31,900	$27,600	$34,960	7
75.0	Dean, Law	$48,560	$22,710	$54,000	7
79.0	Dean, Music	$25,000	$24,000	$31,000	5
80.0	Dean, Nursing	$30,066	$27,100	$32,100	9

Table 20
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,780	$52,300	$70,000	36
3.0	Executive Vice President	$36,713	$24,948	$46,200	8
4.0	Chief Academic Officer	$44,000	$38,134	$48,600	32
5.0	Chief Business Officer	$41,544	$35,530	$45,000	37
6.0	Chief Student Affairs Officer	$32,500	$29,500	$36,000	36
7.0	Chief Development Officer	$38,000	$34,000	$48,500	23
8.0	Chief Public Relations Officer	$21,000	$18,000	$26,100	20
9.0	Chief Planning Officer	$23,750	$23,469	$31,460	5
10.0	Director, Personnel/Human Resources	$21,800	$20,000	$26,000	22
12.0	Chief Budgeting Officer	$29,500	$23,220	$36,500	7
13.0	Director, Legal Services	$27,000	$22,276	$32,500	5
14.0	Registrar	$22,000	$20,292	$26,153	38
16.0	Director, Learning Resources Center	$19,200	$14,700	$20,736	5
17.0	Director, Library Services	$26,000	$22,680	$30,500	37
18.0	Director, Computer Services	$28,000	$24,000	$30,600	29
19.0	Director, Educational Media Services	$18,850	$14,250	$21,000	7
20.0	Director, Institutional Research	$21,300	$18,656	$27,000	12
21.0	Director, Special and Deferred Gifts	$25,680	$22,426	$31,600	17
22.0	Administrator, Grants and Contracts	$20,000	$16,596	$29,200	16
23.0	Director, Affirmative Action/Equal Employment	$21,840	$15,645	$25,000	7
25.0	Comptroller	$28,000	$23,650	$31,320	31
26.0	Director, Internal Audit	$20,292	$18,600	$26,400	8
27.0	Bursar	$17,150	$16,500	$19,910	10
28.0	Director, Food Services	$21,593	$19,679	$23,533	11
29.0	Director, Physical Plant	$25,000	$22,111	$30,000	38
30.0	Director, Purchasing	$18,200	$14,544	$22,175	26
31.0	Director, Bookstore	$18,168	$16,080	$19,050	22
32.0	Director, Campus Security	$19,000	$14,300	$21,525	34
33.0	Director, Information Systems	$26,800	$22,000	$31,350	5
34.0	Director, News Bureau	$16,068	$12,726	$17,000	7
35.0	Director, Auxiliary Services	$20,292	$19,000	$26,651	8
36.0	Director, Admissions	$24,430	$22,000	$28,950	30
37.0	Director, Foreign Students	$22,513	$17,000	$26,000	11
39.0	Director, Student Financial Aid	$22,000	$18,935	$24,775	35
40.0	Director, Student Placement	$19,260	$17,440	$23,100	34
41.0	Director, Student Counseling	$24,380	$20,000	$25,838	31
42.0	Director, Student Union	$20,250	$16,500	$24,000	15
43.0	Director, Student Health Services	$18,643	$12,788	$30,912	15
44.0	Director, Student Housing	$19,400	$15,700	$21,650	27
45.0	Director, Athletics	$27,500	$23,500	$33,200	30
46.0	Director, Campus Recreation/Intramurals	$19,500	$18,400	$22,000	9
47.0	Director, Alumni Affairs	$21,000	$18,000	$24,000	30
48.0	Director, Information Office	$20,900	$19,890	$25,232	13
49.0	Director, Community Services	$19,000	$17,280	$21,840	5
52.0	Chief Development and Public Relations Officer	$35,700	$30,800	$40,200	12
53.0	Director, Personnel and Affirmative Action	$24,514	$20,710	$31,800	8
54.0	Director, Admissions and Financial Aid	$36,600	$26,153	$38,500	6
60.0	Dean, Arts and Sciences	$34,000	$30,000	$40,000	24
61.0	Dean, Business	$37,000	$32,538	$43,000	26
63.0	Dean, Continuing Education	$28,000	$23,154	$33,000	22
65.0	Dean, Education	$33,278	$31,350	$35,500	14
66.0	Dean, Engineering	$38,500	$34,600	$48,372	14
70.0	Dean, Graduate Programs	$34,020	$28,794	$39,480	15
73.0	Dean, Humanities	$29,929	$26,800	$53,000	7
75.0	Dean, Law	$53,877	$49,500	$60,000	12
79.0	Dean, Music	$34,347	$31,284	$37,800	5
80.0	Dean, Nursing	$35,150	$33,400	$35,600	9
84.0	Dean, Sciences	$39,500	$35,554	$66,650	5

Table 21
PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 64.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,000	$61,000	$75,000	5
2.0	Chief Executive Officer, Single Institution	$73,000	$63,000	$80,000	49
3.0	Executive Vice President	$60,000	$50,000	$70,000	23
4.0	Chief Academic Officer	$54,700	$46,675	$64,430	47
5.0	Chief Business Officer	$55,600	$46,000	$63,300	46
6.0	Chief Student Affairs Officer	$39,061	$35,000	$47,000	51
7.0	Chief Development Officer	$50,000	$41,730	$59,846	41
8.0	Chief Public Relations Officer	$36,630	$29,365	$45,000	44
9.0	Chief Planning Officer	$46,175	$35,000	$53,500	21
10.0	Director, Personnel/Human Resources	$35,000	$27,800	$43,000	48
11.0	Chief Health Professions Officer	$62,680	$49,000	$79,030	17
12.0	Chief Budgeting Officer	$38,400	$28,280	$43,500	36
13.0	Director, Legal Services	$40,445	$32,000	$50,000	20
14.0	Registrar	$28,840	$25,000	$33,700	60
15.0	Director, Church Relations	$21,005	$16,500	$28,000	12
16.0	Director, Learning Resources Center	$26,000	$20,147	$34,000	17
17.0	Director, Library Services	$37,300	$32,700	$43,500	57
18.0	Director, Computer Services	$36,000	$32,000	$41,000	52
19.0	Director, Educational Media Services	$24,900	$20,000	$29,000	20
20.0	Director, Institutional Research	$30,000	$26,460	$32,600	29
21.0	Director, Special and Deferred Gifts	$32,000	$25,466	$37,498	35
22.0	Administrator, Grants and Contracts	$30,325	$22,250	$37,523	48
23.0	Director, Affirmative Action/Equal Employment	$28,620	$22,435	$35,321	39
24.0	Director, Employee Training	$25,000	$20,355	$26,300	9
25.0	Comptroller	$37,700	$32,500	$45,000	55
26.0	Director, Internal Audit	$28,500	$24,000	$30,750	37
27.0	Bursar	$23,300	$20,200	$30,000	36
28.0	Director, Food Services	$27,500	$22,679	$37,300	26
29.0	Director, Physical Plant	$35,000	$31,500	$40,150	58
30.0	Director, Purchasing	$26,000	$23,300	$31,020	54
31.0	Director, Bookstore	$23,500	$20,900	$30,000	41
32.0	Director, Campus Security	$25,500	$22,000	$29,150	56
33.0	Director, Information Systems	$37,545	$32,000	$42,000	36
34.0	Director, News Bureau	$23,200	$20,000	$28,000	26
35.0	Director, Auxiliary Services	$34,500	$27,560	$38,000	26
36.0	Director, Admissions	$32,750	$28,295	$37,352	51
37.0	Director, Foreign Students	$21,550	$17,280	$22,800	29
38.0	Director, International Studies Education	$33,149	$30,000	$34,540	5
39.0	Director, Student Financial Aid	$28,000	$23,760	$31,248	58
40.0	Director, Student Placement	$24,240	$21,046	$28,694	58
41.0	Director, Student Counseling	$26,000	$23,500	$32,000	46
42.0	Director, Student Union	$23,436	$18,500	$27,900	40
43.0	Director, Student Health Services	$40,000	$21,300	$51,700	42
44.0	Director, Student Housing	$22,864	$19,500	$27,398	48
45.0	Director, Athletics	$35,000	$30,300	$40,700	53
46.0	Director, Campus Recreation/Intramurals	$23,000	$15,500	$26,700	26
47.0	Director, Alumni Affairs	$29,000	$21,782	$33,300	48
48.0	Director, Information Office	$28,733	$22,000	$37,972	30
49.0	Director, Community Services	$25,300	$21,458	$32,500	15
50.0	Administrator, Hospital Medical Center	$68,400	$62,300	$73,700	7
51.0	Chief Planning and Budget Officer	$46,000	$35,000	$53,000	10
52.0	Chief Development and Public Relations Officer	$51,700	$37,500	$65,000	11
53.0	Director, Personnel and Affirmative Action	$34,980	$25,200	$38,200	13
54.0	Director, Admissions and Financial Aid	$34,200	$29,500	$41,400	16
55.0	Director, Housing and Food Services	$32,000	$29,692	$36,465	8
56.0	Director, Development and Alumni Affairs	$31,650	$31,368	$65,300	6
57.0	Dean, Architecture	$46,000	$44,000	$59,000	7
60.0	Dean, Arts and Sciences	$45,000	$40,000	$56,000	48
61.0	Dean, Business	$50,000	$45,500	$56,156	51
62.0	Dean, Communications	$46,510	$41,600	$49,500	9
63.0	Dean, Continuing Education	$35,875	$33,000	$43,000	38
64.0	Dean, Dentistry	$62,000	$59,000	$68,000	17
65.0	Dean, Education	$43,387	$38,500	$47,800	33
66.0	Dean, Engineering	$53,500	$46,980	$58,000	29
68.0	Dean, Extension	$43,388	$38,250	$53,000	6
69.0	Dean, Fine Arts	$47,100	$43,000	$51,000	13
70.0	Dean, Graduate Programs	$43,900	$39,855	$50,000	35
71.0	Dean, Health Related Professions	$42,330	$36,800	$50,000	6
73.0	Dean, Humanities	$33,275	$28,000	$40,000	8
75.0	Dean, Law	$58,602	$55,497	$65,500	45
76.0	Dean, Library and Information Sciences	$41,400	$33,000	$51,500	10
78.0	Dean, Medicine	$92,000	$71,675	$96,000	20
79.0	Dean, Music	$40,000	$34,100	$47,000	12
80.0	Dean, Nursing	$43,000	$40,400	$45,925	24
82.0	Dean, Pharmacy	$51,500	$48,000	$54,500	9
84.0	Dean, Sciences	$39,000	$26,772	$52,500	8
85.0	Dean, Social Sciences	$34,440	$28,500	$57,000	6
86.0	Dean, Social Work	$45,850	$40,000	$52,000	14
88.0	Dean, Undergraduate Programs	$43,600	$34,000	$51,000	9

Table 22
ALL 4-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 563.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$40,000	$25,560	$40,436	8
2.0	Chief Executive Officer, Single Institution	$45,000	$38,000	$52,408	539
3.0	Executive Vice President	$34,500	$28,100	$41,700	135
4.0	Chief Academic Officer	$34,151	$28,500	$40,332	524
5.0	Chief Business Officer	$31,500	$25,819	$39,250	523
6.0	Chief Student Affairs Officer	$26,136	$21,000	$32,000	525
7.0	Chief Development Officer	$29,000	$24,932	$34,200	364
8.0	Chief Public Relations Officer	$19,500	$15,600	$25,100	301
9.0	Chief Planning Officer	$28,548	$23,508	$35,500	87
10.0	Director, Personnel/Human Resources	$22,000	$17,000	$25,584	183
11.0	Chief Health Professions Officer	$29,400	$19,333	$39,588	26
12.0	Chief Budgeting Officer	$26,700	$20,760	$30,745	92
13.0	Director, Legal Services	$27,000	$22,500	$32,319	23
14.0	Registrar	$20,088	$16,000	$24,333	527
15.0	Director, Church Relations	$17,800	$14,675	$22,776	93
16.0	Director, Learning Resources Center	$20,000	$16,640	$25,000	117
17.0	Director, Library Services	$22,600	$17,950	$28,475	516
18.0	Director, Computer Services	$23,228	$19,645	$27,952	349
19.0	Director, Educational Media Services	$17,740	$14,238	$22,450	145
20.0	Director, Institutional Research	$22,450	$18,800	$27,279	152
21.0	Director, Special and Deferred Gifts	$21,600	$18,530	$25,300	124
22.0	Administrator, Grants and Contracts	$22,000	$18,000	$27,700	104
23.0	Director, Affirmative Action/Equal Employment	$22,593	$18,377	$27,574	81
24.0	Director, Employee Training	$15,413	$12,000	$18,272	5
25.0	Comptroller	$23,532	$19,290	$27,553	319
26.0	Director, Internal Audit	$19,200	$15,591	$22,300	35
27.0	Bursar	$16,739	$14,000	$19,656	101
28.0	Director, Food Services	$19,800	$15,700	$23,696	144
29.0	Director, Physical Plant	$22,000	$18,000	$26,800	494
30.0	Director, Purchasing	$18,200	$14,428	$22,200	202
31.0	Director, Bookstore	$13,200	$10,500	$16,690	363
32.0	Director, Campus Security	$16,776	$13,431	$20,006	286
33.0	Director, Information Systems	$23,050	$16,000	$28,848	49
34.0	Director, News Bureau	$16,475	$13,500	$19,080	99
35.0	Director, Auxiliary Services	$22,900	$17,220	$27,730	75
36.0	Director, Admissions	$23,260	$18,421	$27,135	454
37.0	Director, Foreign Students	$18,000	$15,000	$22,000	57
38.0	Director, International Studies Education	$25,100	$18,394	$30,000	32
39.0	Director, Student Financial Aid	$18,200	$15,000	$21,505	513
40.0	Director, Student Placement	$17,900	$15,000	$21,180	393
41.0	Director, Student Counseling	$20,240	$16,500	$25,305	309
42.0	Director, Student Union	$17,203	$14,133	$21,719	217
43.0	Director, Student Health Services	$16,028	$12,552	$24,716	239
44.0	Director, Student Housing	$15,768	$13,000	$19,800	309
45.0	Director, Athletics	$24,500	$20,000	$28,831	364
46.0	Director, Campus Recreation/Intramurals	$16,000	$13,447	$20,895	93
47.0	Director, Alumni Affairs	$16,500	$13,596	$20,800	355
48.0	Director, Information Office	$18,480	$15,400	$21,809	146
49.0	Director, Community Services	$21,060	$16,500	$27,106	59
51.0	Chief Planning and Budget Officer	$29,150	$24,215	$36,108	24
52.0	Chief Development and Public Relations Officer	$31,041	$24,000	$39,400	71
53.0	Director, Personnel and Affirmative Action	$19,966	$16,200	$26,850	82
54.0	Director, Admissions and Financial Aid	$23,600	$19,500	$27,728	38
55.0	Director, Housing and Food Services	$26,954	$23,550	$28,500	10
56.0	Director, Development and Alumni Affairs	$22,700	$19,390	$28,100	36
57.0	Dean, Architecture	$39,009	$35,139	$40,500	5
58.0	Dean, Agriculture	$28,200	$17,067	$34,300	6
59.0	Dean, Arts and Letters	$27,840	$22,610	$36,420	26
60.0	Dean, Arts and Sciences	$36,108	$31,030	$40,885	81
61.0	Dean, Business	$32,633	$24,735	$37,800	126
62.0	Dean, Communications	$27,324	$23,000	$36,260	28
63.0	Dean, Continuing Education	$26,200	$21,000	$33,180	156
65.0	Dean, Education	$32,437	$25,385	$37,655	137
66.0	Dean, Engineering	$38,154	$29,167	$43,800	20
67.0	Dean, Experimental Programs	$24,000	$16,000	$31,251	10
68.0	Dean, Extension	$25,564	$19,300	$34,800	14
69.0	Dean, Fine Arts	$26,882	$23,336	$33,500	56
70.0	Dean, Graduate Programs	$32,753	$26,691	$38,494	101
71.0	Dean, Health Related Professions	$31,483	$21,858	$36,083	28
72.0	Dean, Home Economics	$25,050	$22,083	$33,300	15
73.0	Dean, Humanities	$26,605	$21,333	$31,075	66
75.0	Dean, Law	$47,741	$33,885	$52,399	6
76.0	Dean, Library and Information Sciences	$27,500	$20,536	$36,060	12
77.0	Dean, Mathematics	$26,436	$19,962	$31,975	34
79.0	Dean, Music	$29,900	$21,922	$33,500	33
80.0	Dean, Nursing	$30,859	$25,333	$34,627	62
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,760	$28,960	$36,288	22
84.0	Dean, Sciences	$28,630	$23,750	$35,143	95
85.0	Dean, Social Sciences	$26,680	$21,067	$34,000	91
86.0	Dean, Social Work	$27,072	$20,310	$31,324	20
87.0	Dean, Special Programs	$25,750	$18,000	$29,231	28
88.0	Dean, Undergraduate Programs	$32,800	$29,500	$38,540	18

Table 23
4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 73.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$30,000	$26,000	$38,500	67
3.0	Executive Vice President	$22,000	$20,570	$26,840	14
4.0	Chief Academic Officer	$23,312	$20,000	$28,896	68
5.0	Chief Business Officer	$20,380	$18,342	$25,000	61
6.0	Chief Student Affairs Officer	$18,000	$16,000	$19,829	57
7.0	Chief Development Officer	$21,400	$18,700	$27,500	39
8.0	Chief Public Relations Officer	$16,000	$13,000	$17,800	29
10.0	Director, Personnel/Human Resources	$17,000	$12,000	$18,000	8
14.0	Registrar	$14,000	$11,200	$15,500	60
15.0	Director, Church Relations	$13,000	$9,000	$17,300	6
16.0	Director, Learning Resources Center	$17,000	$14,850	$18,900	10
17.0	Director, Library Services	$15,690	$13,550	$18,623	62
18.0	Director, Computer Services	$18,891	$17,500	$20,500	5
19.0	Director, Educational Media Services	$15,500	$12,600	$17,000	8
20.0	Director, Institutional Research	$16,000	$16,000	$20,000	6
21.0	Director, Special and Deferred Gifts	$17,900	$16,000	$19,000	6
25.0	Comptroller	$16,000	$11,500	$21,000	18
27.0	Bursar	$13,500	$12,700	$16,830	7
28.0	Director, Food Services	$14,100	$9,867	$16,909	23
29.0	Director, Physical Plant	$16,500	$12,880	$18,250	49
31.0	Director, Bookstore	$10,000	$8,058	$12,600	39
32.0	Director, Campus Security	$10 500	$8,600	$12,700	13
34.0	Director, News Bureau	$10,800	$10,000	$14,150	5
36.0	Director, Admissions	$17,435	$13,500	$20,700	44
39.0	Director, Student Financial Aid	$12,600	$11,457	$15,775	51
40.0	Director, Student Placement	$13,440	$10,080	$16,000	19
41.0	Director, Student Counseling	$15,000	$8,550	$17,998	16
42.0	Director, Student Union	$9,800	$7,380	$10,000	5
43.0	Director, Student Health Services	$12,000	$9,800	$15,200	14
44.0	Director, Student Housing	$14,000	$10,700	$14,500	8
45.0	Director, Athletics	$16,000	$13,000	$19,933	27
46.0	Director, Campus Recreation/Intramurals	$13,320	$8,600	$21,850	6
47.0	Director, Alumni Affairs	$12,000	$9,100	$15,000	23
48.0	Director, Information Office	$12,000	$9,000	$18,400	7
49.0	Director, Community Services	$13,500	$13,000	$15,000	6
52.0	Chief Development and Public Relations Officer	$18,200	$15,350	$24,759	8
54.0	Director, Admissions and Financial Aid	$16,500	$15,000	$16,790	8
56.0	Director, Development and Alumni Affairs	$25,000	$20,000	$30,672	5
65.0	Dean, Education	$15,700	$14,732	$17,000	5
73.0	Dean, Humanities	$18,216	$18,000	$18,500	5
85.0	Dean, Social Sciences	$16,100	$14,530	$18,000	6

Table 24
4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 147.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,600	$35,000	$48,000	142
3.0	Executive Vice President	$30,400	$25,500	$40,000	30
4.0	Chief Academic Officer	$29,640	$26,850	$33,055	135
5.0	Chief Business Officer	$27,500	$23,000	$30,938	135
6.0	Chief Student Affairs Officer	$22,040	$19,700	$24,860	140
7.0	Chief Development Officer	$26,000	$22,200	$30,000	110
8.0	Chief Public Relations Officer	$15,500	$13,320	$18,500	82
9.0	Chief Planning Officer	$21,525	$17,392	$24,219	20
10.0	Director, Personnel/Human Resources	$17,000	$12,700	$22,000	17
11.0	Chief Health Professions Officer	$20,475	$15,200	$22,102	5
12.0	Chief Budgeting Officer	$23,700	$18,000	$34,425	7
14.0	Registrar	$17,160	$14,700	$19,586	138
15.0	Director, Church Relations	$16,050	$14,000	$20,520	32
16.0	Director, Learning Resources Center	$16,717	$14,723	$20,840	22
17.0	Director, Library Services	$18,395	$16,700	$21,250	134
18.0	Director, Computer Services	$18,800	$16,000	$23,074	71
19.0	Director, Educational Media Services	$14,175	$12,305	$19,749	28
20.0	Director, Institutional Research	$18,700	$16,825	$22,000	29
21.0	Director, Special and Deferred Gifts	$19,950	$17,300	$23,316	30
22.0	Administrator, Grants and Contracts	$19,500	$16,000	$21,945	19
23.0	Director, Affirmative Action/Equal Employment	$16,650	$10,000	$32,973	7
25.0	Comptroller	$19,000	$15,519	$22,000	74
27.0	Bursar	$14,000	$13,000	$16,300	14
28.0	Director, Food Services	$16,569	$14,269	$20,600	32
29.0	Director, Physical Plant	$18,082	$16,000	$21,130	127
30.0	Director, Purchasing	$12,932	$10,500	$14,428	20
31.0	Director, Bookstore	$10,800	$9,500	$12,500	101
32.0	Director, Campus Security	$12,867	$10,800	$14,175	42
33.0	Director, Information Systems	$12,800	$11,506	$16,000	9
34.0	Director, News Bureau	$12,720	$11,717	$15,000	17
35.0	Director, Auxiliary Services	$15,350	$14,000	$16,949	8
36.0	Director, Admissions	$19,500	$16,500	$23,630	123
37.0	Director, Foreign Students	$15,254	$15,000	$18,000	6
39.0	Director, Student Financial Aid	$14,997	$12,950	$17,600	136
40.0	Director, Student Placement	$14,600	$13,500	$17,000	87
41.0	Director, Student Counseling	$16,500	$14,100	$19,200	63
42.0	Director, Student Union	$14,060	$12,000	$16,500	33
43.0	Director, Student Health Services	$12,565	$9,700	$15,783	52
44.0	Director, Student Housing	$13,309	$12,000	$15,300	61
45.0	Director, Athletics	$20,000	$16,660	$23,475	83
46.0	Director, Campus Recreation/Intramurals	$13,200	$11,520	$14,837	15
47.0	Director, Alumni Affairs	$14,556	$12,600	$16,800	96
48.0	Director, Information Office	$14,080	$12,500	$17,325	24
49.0	Director, Community Services	$21,060	$19,332	$22,550	9
51.0	Chief Planning and Budget Officer	$29,000	$23,000	$29,775	6
52.0	Chief Development and Public Relations Officer	$24,760	$21,795	$27,315	13
53.0	Director, Personnel and Affirmative Action	$16,000	$12,300	$17,600	9
54.0	Director, Admissions and Financial Aid	$21,500	$18,500	$25,500	10
56.0	Director, Development and Alumni Affairs	$20,000	$18,000	$29,200	11
61.0	Dean, Business	$22,000	$19,200	$26,339	20
63.0	Dean, Continuing Education	$21,000	$17,250	$24,000	33
65.0	Dean, Education	$24,667	$21,000	$26,667	23
69.0	Dean, Fine Arts	$23,254	$16,920	$25,400	12
70.0	Dean, Graduate Programs	$22,425	$21,592	$25,500	7
71.0	Dean, Health Related Professions	$20,667	$19,600	$20,898	5
73.0	Dean, Humanities	$21,400	$19,100	$24,386	20
77.0	Dean, Mathematics	$19,962	$16,758	$35,500	6
79.0	Dean, Music	$17,667	$15,867	$23,589	8
80.0	Dean, Nursing	$24,019	$21,400	$33,680	14
84.0	Dean, Sciences	$24,333	$21,476	$27,352	22
85.0	Dean, Social Sciences	$21,067	$19,552	$25,925	23
87.0	Dean, Special Programs	$17,000	$15,500	$25,750	9

Table 25
4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 236.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$48,500	$42,000	$55,200	229
3.0	Executive Vice President	$35,425	$30,825	$40,400	64
4.0	Chief Academic Officer	$36,400	$31,500	$41,000	224
5.0	Chief Business Officer	$34,065	$29,568	$40,000	225
6.0	Chief Student Affairs Officer	$28,200	$24,500	$31,862	226
7.0	Chief Development Officer	$31,000	$27,313	$36,000	165
8.0	Chief Public Relations Officer	$21,024	$18,000	$25,400	139
9.0	Chief Planning Officer	$29,000	$25,331	$33,376	40
10.0	Director, Personnel/Human Resources	$20,040	$16,600	$24,200	89
11.0	Chief Health Professions Officer	$29,400	$19,800	$38,033	13
12.0	Chief Budgeting Officer	$26,652	$20,000	$31,365	29
13.0	Director, Legal Services	$27,000	$24,700	$35,000	7
14.0	Registrar	$21,500	$18,240	$24,500	229
15.0	Director, Church Relations	$19,942	$15,000	$24,200	51
16.0	Director, Learning Resources Center	$19,998	$15,892	$22,500	52
17.0	Director, Library Services	$24,252	$20,000	$28,500	221
18.0	Director, Computer Services	$22,898	$19,700	$26,605	180
19.0	Director, Educational Media Services	$17,213	$14,400	$21,000	70
20.0	Director, Institutional Research	$23,525	$19,692	$27,279	65
21.0	Director, Special and Deferred Gifts	$22,000	$19,974	$26,147	72
22.0	Administrator, Grants and Contracts	$20,800	$18,000	$25,600	44
23.0	Director, Affirmative Action/Equal Employment	$20,152	$15,000	$27,430	25
25.0	Comptroller	$24,150	$20,805	$28,500	164
26.0	Director, Internal Audit	$19,000	$15,500	$21,852	15
27.0	Bursar	$16,091	$14,000	$19,000	40
28.0	Director, Food Services	$21,120	$18,522	$24,500	69
29.0	Director, Physical Plant	$22,900	$19,780	$27,285	220
30.0	Director, Purchasing	$18,111	$15,025	$21,409	99
31.0	Director, Bookstore	$14,530	$12,230	$17,200	170
32.0	Director, Campus Security	$16,564	$14,300	$19,100	142
33.0	Director, Information Systems	$23,050	$15,500	$26,500	20
34.0	Director, News Bureau	$16,750	$14,365	$19,080	53
35.0	Director, Auxiliary Services	$23,202	$18,300	$26,875	33
36.0	Director, Admissions	$24,200	$20,500	$28,500	198
37.0	Director, Foreign Students	$18,144	$14,000	$21,380	27
38.0	Director, International Studies Education	$20,664	$17,419	$26,100	18
39.0	Director, Student Financial Aid	$19,250	$17,120	$21,800	223
40.0	Director, Student Placement	$18,019	$15,363	$20,955	191
41.0	Director, Student Counseling	$20,202	$16,800	$23,693	144
42.0	Director, Student Union	$16,500	$14,196	$20,300	114
43.0	Director, Student Health Services	$16,200	$13,120	$24,800	117
44.0	Director, Student Housing	$15,300	$13,000	$19,000	167
45.0	Director, Athletics	$25,500	$22,300	$28,900	173
46.0	Director, Campus Recreation/Intramurals	$15,600	$13,500	$18,600	41
47.0	Director, Alumni Affairs	$17,455	$14,052	$22,000	170
48.0	Director, Information Office	$18,241	$15,825	$23,470	67
49.0	Director, Community Services	$18,500	$16,500	$26,140	26
51.0	Chief Planning and Budget Officer	$28,750	$26,777	$36,992	12
52.0	Chief Development and Public Relations Officer	$34,240	$27,850	$40,000	29
53.0	Director, Personnel and Affirmative Action	$19,800	$17,300	$25,380	49
54.0	Director, Admissions and Financial Aid	$26,000	$23,400	$32,988	15
56.0	Director, Development and Alumni Affairs	$22,054	$19,700	$27,700	12
59.0	Dean, Arts and Letters	$27,840	$23,333	$30,218	9
60.0	Dean, Arts and Sciences	$31,467	$30,000	$37,312	24
61.0	Dean, Business	$29,333	$24,386	$34,909	52
62.0	Dean, Communications	$25,700	$22,200	$30,050	17
63.0	Dean, Continuing Education	$25,200	$20,800	$30,000	68
65.0	Dean, Education	$29,694	$25,637	$33,218	53
66.0	Dean, Engineering	$35,540	$28,000	$43,600	6
68.0	Dean, Extension	$27,152	$23,119	$34,800	5
69.0	Dean, Fine Arts	$26,813	$23,814	$30,350	30
70.0	Dean, Graduate Programs	$30,208	$21,000	$35,000	40
71.0	Dean, Health Related Professions	$32,600	$26,145	$36,083	9
72.0	Dean, Home Economics	$22,480	$22,083	$27,740	10
73.0	Dean, Humanities	$29,034	$25,422	$31,075	26
76.0	Dean, Library and Information Sciences	$23,575	$21,200	$27,500	5
77.0	Dean, Mathematics	$26,436	$21,111	$29,400	20
79.0	Dean, Music	$29,400	$24,000	$33,200	17
80.0	Dean, Nursing	$30,859	$26,350	$35,400	30
81.0	Dean, Occupation Studies/Vocational Education/Technology	$28,960	$22,260	$32,222	6
84.0	Dean, Sciences	$29,290	$23,900	$33,570	44
85.0	Dean, Social Sciences	$28,273	$22,550	$32,880	38
86.0	Dean, Social Work	$28,187	$19,425	$31,324	12
87.0	Dean, Special Programs	$25,776	$24,155	$28,600	10
88.0	Dean, Undergraduate Programs	$32,500	$29,127	$35,700	10

Table 26
4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 76.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$50,600	$45,996	$56,000	70
3.0	Executive Vice President	$36,400	$30,000	$49,104	19
4.0	Chief Academic Officer	$41,232	$37,450	$45,150	67
5.0	Chief Business Officer	$38,000	$33,449	$43,180	71
6.0	Chief Student Affairs Officer	$33,449	$29,077	$37,500	72
7.0	Chief Development Officer	$34,000	$28,000	$42,000	37
8.0	Chief Public Relations Officer	$27,725	$24,000	$30,480	35
9.0	Chief Planning Officer	$36,400	$33,976	$40,619	14
10.0	Director, Personnel/Human Resources	$22,807	$18,000	$25,000	44
12.0	Chief Budgeting Officer	$23,328	$19,110	$27,500	30
13.0	Director, Legal Services	$24,100	$22,252	$35,554	8
14.0	Registrar	$25,590	$21,300	$28,325	72
16.0	Director, Learning Resources Center	$25,590	$19,560	$28,430	22
17.0	Director, Library Services	$28,520	$26,568	$31,900	70
18.0	Director, Computer Services	$26,550	$23,639	$30,383	65
19.0	Director, Educational Media Services	$19,570	$15,460	$25,590	25
20.0	Director, Institutional Research	$22,500	$19,400	$28,480	31
21.0	Director, Special and Deferred Gifts	$24,300	$19,000	$32,500	14
22.0	Administrator, Grants and Contracts	$24,000	$19,000	$28,600	19
23.0	Director, Affirmative Action/Equal Employment	$21,750	$20,000	$28,000	26
25.0	Comptroller	$27,000	$25,000	$30,750	47
26.0	Director, Internal Audit	$19,200	$17,543	$22,906	10
27.0	Bursar	$16,850	$15,000	$19,069	25
28.0	Director, Food Services	$22,900	$18,500	$26,500	15
29.0	Director, Physical Plant	$26,500	$24,000	$30,000	70
30.0	Director, Purchasing	$19,284	$15,296	$22,200	54
31.0	Director, Bookstore	$17,600	$14,883	$19,800	43
32.0	Director, Campus Security	$19,110	$14,688	$21,300	64
33.0	Director, Information Systems	$28,848	$19,570	$31,300	11
34.0	Director, News Bureau	$16,993	$15,872	$20,000	17
35.0	Director, Auxiliary Services	$22,000	$20,321	$24,700	21
36.0	Director, Admissions	$26,148	$23,304	$28,300	63
37.0	Director, Foreign Students	$19,913	$18,000	$27,972	10
38.0	Director, International Studies Education	$25,500	$24,800	$26,333	5
39.0	Director, Student Financial Aid	$21,650	$19,000	$24,758	73
40.0	Director, Student Placement	$20,868	$18,000	$22,927	68
41.0	Director, Student Counseling	$24,000	$19,984	$26,645	57
42.0	Director, Student Union	$19,971	$15,500	$23,250	42
43.0	Director, Student Health Services	$22,182	$16,808	$35,925	36
44.0	Director, Student Housing	$19,210	$16,776	$22,253	50
45.0	Director, Athletics	$28,831	$25,284	$32,100	55
46.0	Director, Campus Recreation/Intramurals	$19,272	$16,200	$24,130	23
47.0	Director, Alumni Affairs	$19,630	$16,700	$25,200	47
48.0	Director, Information Office	$20,337	$18,175	$22,500	33
49.0	Director, Community Services	$25,000	$18,490	$29,800	12
52.0	Chief Development and Public Relations Officer	$39,400	$31,050	$44,690	14
53.0	Director, Personnel and Affirmative Action	$23,000	$18,850	$27,456	21
56.0	Director, Development and Alumni Affairs	$22,800	$21,036	$27,034	5
59.0	Dean, Arts and Letters	$35,940	$35,004	$37,224	9
60.0	Dean, Arts and Sciences	$36,880	$32,837	$41,256	33
61.0	Dean, Business	$37,356	$32,148	$42,100	37
63.0	Dean, Continuing Education	$34,000	$28,450	$36,223	37
65.0	Dean, Education	$36,400	$34,450	$38,610	32
66.0	Dean, Engineering	$38,317	$36,288	$44,300	5
68.0	Dean, Extension	$25,564	$20,500	$30,000	5
69.0	Dean, Fine Arts	$33,500	$30,234	$35,900	8
70.0	Dean, Graduate Programs	$34,047	$30,800	$39,930	29
71.0	Dean, Health Related Professions	$35,000	$30,000	$38,494	7
73.0	Dean, Humanities	$26,688	$24,418	$38,000	10
77.0	Dean, Mathematics	$31,130	$19,424	$37,236	7
79.0	Dean, Music	$34,200	$30,872	$35,500	7
80.0	Dean, Nursing	$33,480	$30,200	$34,627	9
81.0	Dean, Occupation Studies/Vocational Education/Technology	$33,468	$32,760	$35,030	6
84.0	Dean, Sciences	$34,000	$27,312	$37,740	16
85.0	Dean, Social Sciences	$31,942	$24,792	$38,436	17
88.0	Dean, Undergraduate Programs	$29,809	$29,500	$33,850	5

Table 27
4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$51,500	$48,267	$54,058	31
3.0	Executive Vice President	$45,257	$42,536	$48,192	8
4.0	Chief Academic Officer	$46,500	$41,232	$48,192	30
5.0	Chief Business Officer	$41,546	$40,000	$44,500	31
6.0	Chief Student Affairs Officer	$38,813	$35,000	$41,232	30
7.0	Chief Development Officer	$33,224	$29,565	$37,200	13
8.0	Chief Public Relations Officer	$25,332	$20,421	$33,479	16
9.0	Chief Planning Officer	$33,500	$26,657	$36,527	10
10.0	Director, Personnel/Human Resources	$28,035	$25,584	$30,456	25
12.0	Chief Budgeting Officer	$29,829	$27,186	$32,862	23
13.0	Director, Legal Services	$28,069	$26,657	$29,718	5
14.0	Registrar	$29,237	$24,789	$33,127	28
16.0	Director, Learning Resources Center	$26,766	$25,000	$31,061	11
17.0	Director, Library Services	$33,827	$31,572	$36,108	29
18.0	Director, Computer Services	$32,814	$30,100	$35,708	28
19.0	Director, Educational Media Services	$26,756	$23,040	$31,552	14
20.0	Director, Institutional Research	$28,316	$24,763	$34,113	21
22.0	Administrator, Grants and Contracts	$29,100	$23,820	$32,667	18
23.0	Director, Affirmative Action/Equal Employment	$25,192	$22,056	$27,229	23
25.0	Comptroller	$27,983	$24,487	$33,000	16
26.0	Director, Internal Audit	$21,020	$19,000	$26,976	6
27.0	Bursar	$22,740	$18,503	$31,552	15
28.0	Director, Food Services	$24,000	$21,800	$24,315	5
29.0	Director, Physical Plant	$28,500	$24,000	$31,814	28
30.0	Director, Purchasing	$21,561	$18,148	$24,377	25
31.0	Director, Bookstore	$23,414	$21,608	$26,000	10
32.0	Director, Campus Security	$23,500	$20,322	$26,333	25
33.0	Director, Information Systems	$30,300	$26,525	$30,383	9
34.0	Director, News Bureau	$19,400	$16,500	$21,809	7
35.0	Director, Auxiliary Services	$31,000	$26,650	$34,787	10
36.0	Director, Admissions	$28,069	$26,363	$31,479	26
37.0	Director, Foreign Students	$19,769	$16,550	$28,619	10
38.0	Director, International Studies Education	$28,230	$26,770	$35,100	8
39.0	Director, Student Financial Aid	$22,318	$20,460	$26,586	30
40.0	Director, Student Placement	$23,433	$20,654	$26,038	28
41.0	Director, Student Counseling	$28,650	$26,851	$31,864	29
42.0	Director, Student Union	$24,199	$20,187	$28,100	23
43.0	Director, Student Health Services	$35,846	$21,360	$38,761	20
44.0	Director, Student Housing	$22,500	$20,558	$25,206	23
45.0	Director, Athletics	$29,426	$25,543	$33,333	26
46.0	Director, Campus Recreation/Intramurals	$19,814	$17,398	$22,607	8
47.0	Director, Alumni Affairs	$20,917	$16,606	$24,500	19
48.0	Director, Information Office	$21,809	$21,055	$26,500	15
49.0	Director, Community Services	$21,407	$18,830	$33,000	6
52.0	Chief Development and Public Relations Officer	$31,114	$29,441	$39,286	7
60.0	Dean, Arts and Sciences	$38,500	$36,014	$42,465	20
61.0	Dean, Business	$39,500	$36,075	$42,430	15
63.0	Dean, Continuing Education	$35,000	$29,880	$37,916	15
65.0	Dean, Education	$38,494	$36,428	$40,600	24
66.0	Dean, Engineering	$40,800	$37,500	$47,512	7
70.0	Dean, Graduate Programs	$38,376	$34,910	$39,143	21
71.0	Dean, Health Related Professions	$33,000	$31,772	$52,625	6
73.0	Dean, Humanities	$38,000	$33,000	$39,000	5
80.0	Dean, Nursing	$32,829	$30,800	$34,064	7
81.0	Dean, Occupation Studies/Vocational Education/Technology	$37,311	$36,800	$39,330	6
84.0	Dean, Sciences	$39,700	$34,450	$40,100	9
85.0	Dean, Social Sciences	$39,700	$33,000	$40,906	7

Table 28
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$41,646	$50,370	54
3.0	Executive Vice President	$36,335	$31,983	$39,000	17
4.0	Chief Academic Officer	$37,660	$34,151	$40,075	48
5.0	Chief Business Officer	$32,414	$28,844	$37,000	54
6.0	Chief Student Affairs Officer	$29,700	$26,631	$33,000	50
7.0	Chief Development Officer	$27,150	$25,308	$32,163	14
8.0	Chief Public Relations Officer	$21,900	$19,584	$26,839	33
9.0	Chief Planning Officer	$27,550	$25,331	$30,520	7
10.0	Director, Personnel/Human Resources	$21,200	$18,216	$23,765	14
12.0	Chief Budgeting Officer	$25,000	$21,622	$27,021	10
14.0	Registrar	$23,315	$21,000	$26,068	52
16.0	Director, Learning Resources Center	$22,796	$19,998	$23,650	9
17.0	Director, Library Services	$26,000	$22,600	$28,908	52
18.0	Director, Computer Services	$23,595	$21,337	$26,605	44
19.0	Director, Educational Media Services	$20,390	$18,636	$26,570	19
20.0	Director, Institutional Research	$27,034	$22,700	$29,876	23
22.0	Administrator, Grants and Contracts	$25,474	$24,540	$29,781	6
23.0	Director, Affirmative Action/Equal Employment	$23,000	$22,593	$28,069	6
25.0	Comptroller	$24,597	$21,910	$28,191	24
27.0	Bursar	$15,079	$13,668	$16,091	8
28.0	Director, Food Services	$19,809	$18,307	$22,220	14
29.0	Director, Physical Plant	$23,673	$21,120	$26,734	52
30.0	Director, Purchasing	$19,335	$16,391	$22,596	30
31.0	Director, Bookstore	$15,700	$12,404	$17,820	36
32.0	Director, Campus Security	$17,120	$14,988	$19,190	33
35.0	Director, Auxiliary Services	$24,748	$23,760	$26,376	5
36.0	Director, Admissions	$22,056	$18,360	$26,004	36
39.0	Director, Student Financial Aid	$19,752	$18,000	$22,000	51
40.0	Director, Student Placement	$21,426	$16,926	$25,647	38
41.0	Director, Student Counseling	$22,255	$19,812	$25,590	28
42.0	Director, Student Union	$19,141	$16,600	$22,016	35
43.0	Director, Student Health Services	$18,262	$13,100	$28,404	23
44.0	Director, Student Housing	$19,077	$16,094	$21,648	32
45.0	Director, Athletics	$27,500	$23,000	$30,000	37
46.0	Director, Campus Recreation/Intramurals	$15,876	$14,215	$17,232	11
47.0	Director, Alumni Affairs	$17,287	$15,997	$19,080	17
48.0	Director, Information Office	$16,486	$15,825	$20,412	10
49.0	Director, Community Services	$25,536	$19,008	$27,106	8
53.0	Director, Personnel and Affirmative Action	$21,000	$19,300	$27,336	15
56.0	Director, Development and Alumni Affairs	$22,054	$20,330	$23,175	6
60.0	Dean, Arts and Sciences	$34,600	$33,995	$38,494	10
61.0	Dean, Business	$33,036	$30,000	$35,457	23
62.0	Dean, Communications	$30,588	$27,324	$34,800	7
63.0	Dean, Continuing Education	$31,695	$24,000	$33,180	20
65.0	Dean, Education	$32,727	$30,996	$34,895	28
69.0	Dean, Fine Arts	$30,329	$26,904	$38,292	7
70.0	Dean, Graduate Programs	$36,667	$31,092	$39,000	9
73.0	Dean, Humanities	$31,075	$30,141	$32,907	13
77.0	Dean, Mathematics	$29,400	$28,495	$31,975	8
80.0	Dean, Nursing	$32,880	$31,000	$38,450	10
84.0	Dean, Sciences	$31,200	$29,290	$35,143	20
85.0	Dean, Social Sciences	$32,880	$30,278	$34,411	16

Table 29
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 40.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$49,940	$44,308	$51,775	39
3.0	Executive Vice President	$32,163	$28,920	$46,500	10
4.0	Chief Academic Officer	$40,716	$37,680	$42,500	36
5.0	Chief Business Officer	$34,750	$29,665	$41,000	38
6.0	Chief Student Affairs Officer	$33,560	$29,350	$37,500	39
7.0	Chief Development Officer	$29,000	$25,000	$33,327	12
8.0	Chief Public Relations Officer	$27,574	$18,157	$30,468	20
9.0	Chief Planning Officer	$38,494	$33,976	$40,619	8
10.0	Director, Personnel/Human Resources	$22,957	$17,027	$26,782	25
12.0	Chief Budgeting Officer	$22,054	$19,110	$26,700	20
14.0	Registrar	$25,632	$21,052	$27,574	40
16.0	Director, Learning Resources Center	$25,590	$19,560	$28,028	14
17.0	Director, Library Services	$29,062	$26,600	$33,455	36
18.0	Director, Computer Services	$25,861	$23,639	$28,848	36
19.0	Director, Educational Media Services	$24,763	$17,873	$26,000	15
20.0	Director, Institutional Research	$22,500	$20,500	$32,000	21
22.0	Administrator, Grants and Contracts	$26,016	$19,000	$30,600	6
23.0	Director, Affirmative Action/Equal Employment	$24,763	$20,820	$29,217	18
25.0	Comptroller	$25,800	$22,942	$28,000	18
27.0	Bursar	$17,853	$15,790	$18,086	9
28.0	Director, Food Services	$21,300	$17,604	$25,819	7
29.0	Director, Physical Plant	$25,818	$23,500	$27,893	36
30.0	Director, Purchasing	$19,284	$15,296	$22,027	31
31.0	Director, Bookstore	$16,500	$14,820	$18,557	23
32.0	Director, Campus Security	$19,110	$14,484	$20,473	36
34.0	Director, News Bureau	$20,000	$15,872	$20,760	5
35.0	Director, Auxiliary Services	$20,926	$17,220	$24,500	12
36.0	Director, Admissions	$25,100	$23,260	$27,563	31
37.0	Director, Foreign Students	$20,097	$19,913	$27,972	5
39.0	Director, Student Financial Aid	$21,244	$18,640	$23,800	39
40.0	Director, Student Placement	$20,868	$17,700	$23,019	36
41.0	Director, Student Counseling	$23,960	$20,076	$26,645	29
42.0	Director, Student Union	$20,972	$18,250	$23,293	26
43.0	Director, Student Health Services	$23,196	$19,923	$37,692	21
44.0	Director, Student Housing	$20,517	$18,042	$23,560	26
45.0	Director, Athletics	$28,831	$25,702	$33,020	28
46.0	Director, Campus Recreation/Intramurals	$21,623	$17,200	$25,344	14
47.0	Director, Alumni Affairs	$17,267	$14,295	$19,630	17
48.0	Director, Information Office	$19,800	$18,000	$21,030	16
49.0	Director, Community Services	$24,000	$18,490	$31,020	6
53.0	Director, Personnel and Affirmative Action	$21,200	$18,660	$27,060	11
59.0	Dean, Arts and Letters	$35,576	$27,500	$37,224	8
60.0	Dean, Arts and Sciences	$35,730	$32,837	$41,256	18
61.0	Dean, Business	$36,900	$33,967	$41,256	21
63.0	Dean, Continuing Education	$33,300	$28,500	$35,576	23
65.0	Dean, Education	$36,840	$35,030	$38,494	24
69.0	Dean, Fine Arts	$33,500	$30,234	$35,900	7
70.0	Dean, Graduate Programs	$36,336	$30,800	$39,930	17
73.0	Dean, Humanities	$26,792	$26,688	$38,494	6
77.0	Dean, Mathematics	$31,130	$24,539	$37,236	5
79.0	Dean, Music	$34,200	$33,000	$34,857	5
80.0	Dean, Nursing	$33,480	$29,292	$34,627	7
81.0	Dean, Occupation Studies/Vocational Education/Technology	$33,468	$32,760	$35,030	6
84.0	Dean, Sciences	$35,576	$27,500	$38,494	12
85.0	Dean, Social Sciences	$34,000	$24,792	$38,494	13

Table 30
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$51,500	$48,500	$54,058	30
3.0	Executive Vice President	$45,257	$42,536	$48,192	8
4.0	Chief Academic Officer	$46,613	$41,232	$48,192	29
5.0	Chief Business Officer	$41,546	$40,333	$44,500	30
6.0	Chief Student Affairs Officer	$38,848	$35,095	$41,232	29
7.0	Chief Development Officer	$33,224	$29,565	$37,200	13
8.0	Chief Public Relations Officer	$25,332	$20,421	$33,479	16
9.0	Chief Planning Officer	$36,000	$33,025	$36,527	9
10.0	Director, Personnel/Human Resources	$28,035	$25,584	$30,456	25
12.0	Chief Budgeting Officer	$29,829	$27,186	$32,862	23
13.0	Director, Legal Services	$28,069	$26,657	$29,718	5
14.0	Registrar	$29,633	$25,401	$33,127	27
16.0	Director, Learning Resources Center	$26,766	$25,000	$31,061	11
17.0	Director, Library Services	$33,827	$31,572	$36,108	28
18.0	Director, Computer Services	$32,814	$30,100	$35,708	28
19.0	Director, Educational Media Services	$26,756	$23,040	$31,552	14
20.0	Director, Institutional Research	$28,316	$24,763	$34,113	21
22.0	Administrator, Grants and Contracts	$30,000	$24,333	$32,667	17
23.0	Director, Affirmative Action/Equal Employment	$25,192	$22,056	$27,229	23
25.0	Comptroller	$29,000	$24,487	$35,000	15
26.0	Director, Internal Audit	$21,020	$19,000	$26,976	6
27.0	Bursar	$22,740	$18,503	$31,552	15
28.0	Director, Food Services	$24,000	$21,800	$24,315	5
29.0	Director, Physical Plant	$28,600	$25,819	$32,000	27
30.0	Director, Purchasing	$21,561	$18,148	$24,377	25
31.0	Director, Bookstore	$23,414	$21,608	$26,000	10
32.0	Director, Campus Security	$23,500	$20,322	$26,333	25
33.0	Director, Information Systems	$30,300	$26,525	$30,383	9
34.0	Director, News Bureau	$19,400	$16,500	$21,809	7
35.0	Director, Auxiliary Services	$31,000	$26,650	$34,787	10
36.0	Director, Admissions	$28,069	$26,363	$31,479	26
37.0	Director, Foreign Students	$19,769	$16,550	$28,619	10
38.0	Director, International Studies Education	$28,230	$26,770	$35,100	8
39.0	Director, Student Financial Aid	$24,400	$20,666	$26,586	29
40.0	Director, Student Placement	$23,433	$20,654	$26,038	28
41.0	Director, Student Counseling	$28,650	$26,851	$31,864	28
42.0	Director, Student Union	$24,199	$20,743	$28,100	22
43.0	Director, Student Health Services	$35,846	$21,360	$38,761	20
44.0	Director, Student Housing	$22,500	$20,849	$25,206	22
45.0	Director, Athletics	$30,300	$26,251	$33,333	25
46.0	Director, Campus Recreation/Intramurals	$19,814	$17,398	$22,607	8
47.0	Director, Alumni Affairs	$20,917	$16,606	$24,500	19
48.0	Director, Information Office	$21,809	$21,055	$26,500	15
49.0	Director, Community Services	$21,407	$18,830	$33,000	6
52.0	Chief Development and Public Relations Officer	$31,114	$31,041	$39,286	6
60.0	Dean, Arts and Sciences	$38,500	$36,014	$42,465	20
61.0	Dean, Business	$39,500	$36,075	$42,430	15
63.0	Dean, Continuing Education	$35,000	$29,880	$37,916	15
65.0	Dean, Education	$38,500	$36,500	$41,140	23
66.0	Dean, Engineering	$40,800	$37,500	$47,512	7
70.0	Dean, Graduate Programs	$38,376	$34,910	$39,143	21
71.0	Dean, Health Related Professions	$33,000	$31,772	$52,625	6
80.0	Dean, Nursing	$32,829	$30,800	$34,064	7
81.0	Dean, Occupation Studies/Vocational Education/Technology	$37,311	$36,800	$39,330	6
84.0	Dean, Sciences	$39,700	$34,450	$40,100	8
85.0	Dean, Social Sciences	$39,700	$38,376	$40,906	6

Table 31
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 73.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$30,000	$26,000	$38,500	67
3.0	Executive Vice President	$22,000	$20,570	$26,840	14
4.0	Chief Academic Officer	$23,312	$20,000	$28,896	68
5.0	Chief Business Officer	$20,380	$18,342	$25,000	61
6.0	Chief Student Affairs Officer	$18,000	$16,000	$19,829	57
7.0	Chief Development Officer	$21,400	$18,700	$27,500	39
8.0	Chief Public Relations Officer	$16,000	$13,000	$17,800	29
10.0	Director, Personnel/Human Resources	$17,000	$12,000	$18,000	8
14.0	Registrar	$14,000	$11,200	$15,500	60
15.0	Director, Church Relations	$13,000	$9,000	$17,300	6
16.0	Director, Learning Resources Center	$17,000	$14,850	$18,900	10
17.0	Director, Library Services	$15,690	$13,550	$18,623	62
18.0	Director, Computer Services	$18,891	$17,500	$20,500	5
19.0	Director, Educational Media Services	$15,500	$12,600	$17,000	8
20.0	Director, Institutional Research	$16,000	$16,000	$20,000	6
21.0	Director, Special and Deferred Gifts	$17,900	$16,000	$19,000	6
25.0	Comptroller	$16,000	$11,500	$21,000	18
27.0	Bursar	$13,500	$12,700	$16,830	7
28.0	Director, Food Services	$14,100	$9,867	$16,909	23
29.0	Director, Physical Plant	$16,500	$12,880	$18,250	49
31.0	Director, Bookstore	$10,000	$8,058	$12,600	39
32.0	Director, Campus Security	$10,500	$8,600	$12,700	13
34.0	Director, News Bureau	$10,800	$10,000	$14,150	5
36.0	Director, Admissions	$17,435	$13,500	$20,700	44
39.0	Director, Student Financial Aid	$12,600	$11,457	$15,775	51
40.0	Director, Student Placement	$13,440	$10,080	$16,000	19
41.0	Director, Student Counseling	$15,000	$8,550	$17,998	16
42.0	Director, Student Union	$9,800	$7,380	$10,000	5
43.0	Director, Student Health Services	$12,000	$9,800	$15,200	14
44.0	Director, Student Housing	$14,000	$10,700	$14,500	8
45.0	Director, Athletics	$16,000	$13,000	$19,933	27
46.0	Director, Campus Recreation/Intramurals	$13,320	$8,600	$21,850	6
47.0	Director, Alumni Affairs	$12,000	$9,100	$15,000	23
48.0	Director, Information Office	$12,000	$9,000	$18,400	7
49.0	Director, Community Services	$13,500	$13,000	$15,000	6
52.0	Chief Development and Public Relations Officer	$18,200	$15,350	$24,759	8
54.0	Director, Admissions and Financial Aid	$16,500	$15,000	$16,790	8
56.0	Director, Development and Alumni Affairs	$25,000	$20,000	$30,672	5
65.0	Dean, Education	$15,700	$14,732	$17,000	5
73.0	Dean, Humanities	$18,216	$18,000	$18,500	5
85.0	Dean, Social Sciences	$16,100	$14,530	$18,000	6

Table 32
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 139.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,438	$34,650	$48,000	134
3.0	Executive Vice President	$30,400	$25,500	$40,000	30
4.0	Chief Academic Officer	$29,400	$26,850	$32,500	129
5.0	Chief Business Officer	$27,500	$23,000	$30,938	127
6.0	Chief Student Affairs Officer	$22,000	$19,600	$24,380	133
7.0	Chief Development Officer	$26,000	$22,200	$30,000	109
8.0	Chief Public Relations Officer	$15,500	$13,050	$18,500	79
9.0	Chief Planning Officer	$21,525	$17,392	$24,219	20
10.0	Director, Personnel/Human Resources	$17,000	$12,700	$22,000	17
11.0	Chief Health Professions Officer	$20,475	$15,200	$22,102	5
12.0	Chief Budgeting Officer	$23,700	$18,000	$34,425	7
14.0	Registrar	$17,000	$14,700	$19,210	130
15.0	Director, Church Relations	$16,050	$14,000	$20,520	32
16.0	Director, Learning Resources Center	$16,717	$14,723	$20,840	22
17.0	Director, Library Services	$18,140	$16,350	$21,000	126
18.0	Director, Computer Services	$18,150	$15,900	$22,050	66
19.0	Director, Educational Media Services	$14,040	$12,305	$18,567	26
20.0	Director, Institutional Research	$18,000	$16,000	$21,935	27
21.0	Director, Special and Deferred Gifts	$19,950	$17,300	$23,316	30
22.0	Administrator, Grants and Contracts	$19,500	$16,000	$21,945	19
23.0	Director, Affirmative Action/Equal Employment	$16,650	$10,000	$32,973	7
25.0	Comptroller	$18,832	$15,500	$22,000	71
27.0	Bursar	$14,000	$13,000	$16,300	14
28.0	Director, Food Services	$16,569	$15,000	$20,600	30
29.0	Director, Physical Plant	$18,073	$16,000	$20,500	119
30.0	Director, Purchasing	$12,932	$10,500	$15,792	19
31.0	Director, Bookstore	$10,667	$9,500	$12,500	97
32.0	Director, Campus Security	$12,867	$10,800	$14,175	42
33.0	Director, Information Systems	$12,800	$11,506	$16,000	9
34.0	Director, News Bureau	$12,320	$11,500	$14,530	16
35.0	Director, Auxiliary Services	$15,350	$14,000	$16,949	8
36.0	Director, Admissions	$19,712	$16,700	$24,000	117
37.0	Director, Foreign Students	$15,254	$15,000	$18,000	6
39.0	Director, Student Financial Aid	$14,531	$12,800	$17,120	128
40.0	Director, Student Placement	$14,566	$13,416	$16,900	84
41.0	Director, Student Counseling	$15,777	$14,000	$18,533	60
42.0	Director, Student Union	$14,000	$11,914	$15,200	31
43.0	Director, Student Health Services	$12,600	$9,700	$16,000	51
44.0	Director, Student Housing	$13,097	$12,000	$15,291	58
45.0	Director, Athletics	$19,620	$16,660	$22,440	78
46.0	Director, Campus Recreation/Intramurals	$13,200	$11,520	$14,837	15
47.0	Director, Alumni Affairs	$14,556	$12,600	$16,800	96
48.0	Director, Information Office	$14,080	$12,500	$17,325	23
49.0	Director, Community Services	$20,898	$18,400	$22,249	8
51.0	Chief Planning and Budget Officer	$29,000	$23,000	$29,775	6
52.0	Chief Development and Public Relations Officer	$24,760	$21,795	$27,315	13
53.0	Director, Personnel and Affirmative Action	$16,000	$12,300	$17,600	9
54.0	Director, Admissions and Financial Aid	$21,500	$18,500	$25,500	10
56.0	Director, Development and Alumni Affairs	$20,000	$19,350	$29,200	10
61.0	Dean, Business	$20,333	$18,133	$23,433	16
63.0	Dean, Continuing Education	$19,900	$16,485	$23,754	32
65.0	Dean, Education	$24,090	$20,667	$25,733	19
69.0	Dean, Fine Arts	$23,254	$16,920	$25,400	12
70.0	Dean, Graduate Programs	$22,425	$21,592	$25,500	7
71.0	Dean, Health Related Professions	$20,667	$19,600	$20,898	5
73.0	Dean, Humanities	$21,333	$19,100	$23,333	17
77.0	Dean, Mathematics	$19,962	$16,758	$25,867	5
79.0	Dean, Music	$17,667	$15,867	$23,589	7
80.0	Dean, Nursing	$24,019	$21,400	$33,680	14
84.0	Dean, Sciences	$24,205	$21,067	$26,513	19
85.0	Dean, Social Sciences	$21,000	$19,552	$24,792	21
87.0	Dean, Special Programs	$16,029	$14,700	$18,516	8

Table 33.
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 190.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$50,000	$41,500	$58,000	183
3.0	Executive Vice President	$34,720	$30,300	$41,425	47
4.0	Chief Academic Officer	$35,500	$30,500	$41,000	182
5.0	Chief Business Officer	$34,500	$29,500	$41,000	179
6.0	Chief Student Affairs Officer	$27,700	$24,000	$31,500	183
7.0	Chief Development Officer	$31,180	$27,500	$36,000	152
8.0	Chief Public Relations Officer	$20,592	$17,562	$24,900	109
9.0	Chief Planning Officer	$29,500	$26,160	$33,404	33
10.0	Director, Personnel/Human Resources	$19,795	$16,235	$24,600	75
11.0	Chief Health Professions Officer	$29,400	$19,800	$38,033	13
12.0	Chief Budgeting Officer	$28,600	$18,318	$34,000	19
13.0	Director, Legal Services	$27,000	$24,700	$35,000	7
14.0	Registrar	$20,700	$17,500	$23,770	185
15.0	Director, Church Relations	$19,942	$15,000	$24,200	51
16.0	Director, Learning Resources Center	$19,200	$15,675	$22,000	43
17.0	Director, Library Services	$23,510	$19,690	$28,000	177
18.0	Director, Computer Services	$22,110	$19,275	$26,500	141
19.0	Director, Educational Media Services	$15,773	$14,238	$19,390	53
20.0	Director, Institutional Research	$21,465	$17,495	$25,000	44
21.0	Director, Special and Deferred Gifts	$22,000	$19,974	$26,147	70
22.0	Administrator, Grants and Contracts	$20,000	$18,000	$23,760	38
23.0	Director, Affirmative Action/Equal Employment	$20,000	$15,000	$21,600	19
25.0	Comptroller	$24,000	$20,150	$28,500	143
26.0	Director, Internal Audit	$19,000	$12,360	$22,933	11
27.0	Treasurer	$17,050	$14,000	$19,500	32
28.0	Director, Food Services	$22,000	$18,600	$24,836	57
29.0	Director, Physical Plant	$22,534	$19,300	$27,262	176
30.0	Director, Purchasing	$17,280	$14,121	$21,060	70
31.0	Director, Bookstore	$14,200	$11,770	$16,880	138
32.0	Director, Campus Security	$16,190	$13,500	$19,000	109
33.0	Director, Information Systems	$23,050	$14,675	$26,500	16
34.0	Director, News Bureau	$16,750	$14,300	$19,080	51
35.0	Director, Auxiliary Services	$20,400	$16,850	$27,730	28
36.0	Director, Admissions	$24,300	$20,290	$29,000	168
37.0	Director, Foreign Students	$17,200	$14,000	$20,972	26
38.0	Director, International Studies Education	$20,664	$17,419	$26,100	16
39.0	Director, Student Financial Aid	$19,000	$17,000	$21,400	180
40.0	Director, Student Placement	$17,956	$15,102	$20,071	156
41.0	Director, Student Counseling	$19,900	$16,500	$22,890	119
42.0	Director, Student Union	$15,200	$13,000	$19,850	81
43.0	Director, Student Health Services	$16,016	$12,700	$21,700	95
44.0	Director, Student Housing	$14,900	$12,100	$17,600	138
45.0	Director, Athletics	$25,000	$22,000	$28,305	141
46.0	Director, Campus Recreation/Intramurals	$14,704	$12,830	$18,667	30
47.0	Director, Alumni Affairs	$17,525	$14,000	$22,600	153
48.0	Director, Information Office	$18,241	$16,000	$23,470	58
49.0	Director, Community Services	$17,600	$16,400	$22,000	19
51.0	Chief Planning and Budget Officer	$28,750	$26,777	$40,008	11
52.0	Chief Development and Public Relations Officer	$34,350	$27,850	$40,000	25
53.0	Director, Personnel and Affirmative Action	$18,703	$15,760	$25,238	34
54.0	Director, Admissions and Financial Aid	$26,000	$23,500	$26,850	13
56.0	Director, Development and Alumni Affairs	$20,800	$18,050	$28,000	7
59.0	Dean, Arts and Letters	$23,333	$21,000	$25,708	5
60.0	Dean, Arts and Sciences	$30,000	$26,700	$32,000	14
61.0	Dean, Business	$27,000	$23,000	$33,000	33
62.0	Dean, Communications	$23,940	$21,492	$29,500	11
63.0	Dean, Continuing Education	$24,610	$19,800	$29,000	49
65.0	Dean, Education	$25,800	$24,000	$27,567	29
69.0	Dean, Fine Arts	$26,000	$23,000	$30,000	23
70.0	Dean, Graduate Programs	$27,233	$20,850	$33,170	31
71.0	Dean, Health Related Professions	$32,600	$25,000	$36,083	5
72.0	Dean, Home Economics	$22,267	$18,667	$24,620	8
73.0	Dean, Humanities	$25,464	$23,333	$29,034	16
77.0	Dean, Mathematics	$25,560	$18,000	$27,451	13
79.0	Dean, Music	$27,067	$21,922	$33,200	14
80.0	Dean, Nursing	$29,455	$26,000	$33,200	20
84.0	Dean, Sciences	$27,445	$22,682	$31,440	27
85.0	Dean, Social Sciences	$23,695	$21,240	$27,587	24
86.0	Dean, Social Work	$22,400	$19,000	$34,490	8
87.0	Dean, Special Programs	$25,776	$21,500	$34,000	7
88.0	Dean, Undergraduate Programs	$32,100	$28,000	$35,700	8

Table 34
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 2,500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,500 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 37.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,000	$47,500	$65,000	32
3.0	Executive Vice President	$36,400	$34,000	$54,500	9
4.0	Chief Academic Officer	$42,935	$35,000	$48,000	32
5.0	Chief Business Officer	$41,275	$36,380	$48,000	34
6.0	Chief Student Affairs Officer	$32,000	$29,000	$37,800	34
7.0	Chief Development Officer	$35,400	$30,000	$45,000	25
8.0	Chief Public Relations Officer	$27,725	$25,725	$31,710	15
9.0	Chief Planning Officer	$34,700	$18,900	$36,400	7
10.0	Director, Personnel/Human Resources	$22,000	$18,476	$25,000	19
12.0	Chief Budgeting Officer	$24,200	$18,921	$31,540	10
14.0	Registrar	$24,200	$21,300	$28,325	33
16.0	Director, Learning Resources Center	$24,360	$18,300	$28,430	8
17.0	Director, Library Services	$27,900	$24,500	$31,000	35
18.0	Director, Computer Services	$27,500	$22,880	$32,004	29
19.0	Director, Educational Media Services	$15,460	$14,700	$17,249	10
20.0	Director, Institutional Research	$20,500	$19,400	$25,600	10
21.0	Director, Special and Deferred Gifts	$24,300	$19,000	$29,190	13
22.0	Administrator, Grants and Contracts	$22,000	$18,480	$27,750	14
23.0	Director, Affirmative Action/Equal Employment	$20,000	$15,200	$20,750	8
25.0	Comptroller	$27,275	$25,100	$30,875	30
26.0	Director, Internal Audit	$18,000	$17,543	$27,000	6
27.0	Bursar	$15,800	$13,560	$19,365	16
28.0	Director, Food Services	$22,900	$21,050	$26,500	8
29.0	Director, Physical Plant	$27,815	$24,000	$31,000	35
30.0	Director, Purchasing	$20,300	$15,200	$22,600	23
31.0	Director, Bookstore	$18,000	$16,361	$20,000	20
32.0	Director, Campus Security	$18,500	$16,900	$21,350	28
33.0	Director, Information Systems	$29,700	$22,500	$31,300	9
34.0	Director, News Bureau	$16,700	$15,040	$17,500	12
35.0	Director, Auxiliary Services	$22,000	$20,394	$24,700	9
36.0	Director, Admissions	$27,100	$24,200	$29,750	32
37.0	Director, Foreign Students	$19,893	$18,000	$23,867	5
39.0	Director, Student Financial Aid	$22,000	$19,525	$24,831	35
40.0	Director, Student Placement	$20,591	$18,000	$22,578	32
41.0	Director, Student Counseling	$24,000	$19,096	$26,455	29
42.0	Director, Student Union	$16,320	$15,021	$22,000	17
43.0	Director, Student Health Services	$19,860	$15,000	$30,667	15
44.0	Director, Student Housing	$18,000	$16,000	$20,600	25
45.0	Director, Athletics	$28,574	$24,000	$31,600	28
46.0	Director, Campus Recreation/Intramurals	$17,414	$16,200	$20,750	9
47.0	Director, Alumni Affairs	$22,000	$18,375	$25,300	30
48.0	Director, Information Office	$22,125	$18,175	$24,522	17
49.0	Director, Community Services	$25,175	$25,000	$29,800	6
52.0	Chief Development and Public Relations Officer	$39,700	$31,774	$45,100	11
53.0	Director, Personnel and Affirmative Action	$25,500	$19,221	$35,065	10
60.0	Dean, Arts and Sciences	$37,650	$32,300	$43,300	15
61.0	Dean, Business	$39,550	$30,000	$43,151	16
63.0	Dean, Continuing Education	$34,790	$25,000	$37,200	14
65.0	Dean, Education	$33,956	$28,576	$38,610	9
70.0	Dean, Graduate Programs	$34,000	$28,400	$35,200	12
73.0	Dean, Humanities	$26,215	$20,400	$28,576	5
84.0	Dean, Sciences	$28,000	$18,660	$31,131	5
85.0	Dean, Social Sciences	$30,700	$28,576	$31,942	5

Table 35
ALL 2-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 473.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,900	$43,400	$55,000	56
2.0	Chief Executive Officer, Single Institution	$42,504	$37,405	$48,785	420
3.0	Executive Vice President	$35,100	$30,547	$42,000	88
4.0	Chief Academic Officer	$33,900	$29,300	$38,470	404
5.0	Chief Business Officer	$31,476	$27,100	$37,060	408
6.0	Chief Student Affairs Officer	$30,500	$26,100	$35,713	396
7.0	Chief Development Officer	$27,013	$21,197	$32,600	99
8.0	Chief Public Relations Officer	$22,609	$17,820	$29,440	163
9.0	Chief Planning Officer	$31,776	$29,139	$36,780	74
10.0	Director, Personnel/Human Resources	$27,000	$20,807	$33,700	127
11.0	Chief Health Professions Officer	$27,600	$23,100	$33,324	37
12.0	Chief Budgeting Officer	$27,113	$22,753	$31,356	80
13.0	Director, Legal Services	$32,000	$25,630	$38,420	14
14.0	Registrar	$23,390	$17,300	$28,781	322
15.0	Director, Church Relations	$10,800	$7,000	$12,358	6
16.0	Director, Learning Resources Center	$26,597	$22,607	$31,404	223
17.0	Director, Library Services	$23,903	$19,359	$29,067	265
18.0	Director, Computer Services	$25,000	$20,991	$29,800	221
19.0	Director, Educational Media Services	$21,920	$18,377	$29,101	109
20.0	Director, Institutional Research	$25,500	$22,000	$30,060	150
21.0	Director, Special and Deferred Gifts	$22,633	$19,165	$27,091	12
22.0	Administrator, Grants and Contracts	$26,410	$20,979	$29,129	78
23.0	Director, Affirmative Action/Equal Employment	$24,125	$18,788	$29,700	62
24.0	Director, Employee Training	$25,587	$22,629	$32,130	15
25.0	Comptroller	$24,460	$20,020	$29,433	188
26.0	Director, Internal Audit	$23,856	$20,141	$25,584	29
27.0	Bursar	$17,734	$15,500	$22,350	40
28.0	Director, Food Services	$17,808	$15,000	$22,000	90
29.0	Director, Physical Plant	$22,841	$18,707	$27,305	307
30.0	Director, Purchasing	$21,000	$17,232	$26,400	156
31.0	Director, Bookstore	$15,096	$12,280	$19,600	209
32.0	Director, Campus Security	$19,212	$15,039	$22,470	142
33.0	Director, Information Systems	$30,000	$25,500	$33,970	50
34.0	Director, News Bureau	$20,141	$15,000	$21,672	21
35.0	Director, Auxiliary Services	$24,550	$18,294	$30,895	51
36.0	Director, Admissions	$22,384	$18,714	$27,283	207
37.0	Director, Foreign Students	$21,007	$16,150	$23,800	17
39.0	Director, Student Financial Aid	$20,460	$16,656	$25,072	338
40.0	Director, Student Placement	$20,731	$17,275	$24,632	171
41.0	Director, Student Counseling	$25,094	$20,966	$30,309	239
42.0	Director, Student Union	$22,538	$18,000	$27,650	94
43.0	Director, Student Health Services	$18,321	$15,561	$23,149	69
44.0	Director, Student Housing	$15,546	$13,333	$19,065	37
45.0	Director, Athletics	$26,500	$22,150	$31,645	177
46.0	Director, Campus Recreation/Intramurals	$18,125	$15,116	$22,500	54
47.0	Director, Alumni Affairs	$14,500	$12,000	$18,505	28
48.0	Director, Information Office	$20,000	$16,125	$24,298	92
49.0	Director, Community Services	$26,460	$22,175	$31,200	201
51.0	Chief Planning and Budget Officer	$29,571	$25,100	$33,000	10
52.0	Chief Development and Public Relations Officer	$28,000	$22,699	$30,000	31
53.0	Director, Personnel and Affirmative Action	$24,882	$19,260	$29,289	85
54.0	Director, Admissions and Financial Aid	$24,120	$20,028	$28,800	40
56.0	Director, Development and Alumni Affairs	$23,959	$21,783	$29,670	10
58.0	Dean, Agriculture	$28,470	$25,530	$30,884	21
59.0	Dean, Arts and Letters	$30,033	$25,287	$34,627	29
60.0	Dean, Arts and Sciences	$30,063	$27,384	$34,100	67
61.0	Dean, Business	$29,282	$25,608	$32,748	152
62.0	Dean, Communications	$29,064	$26,829	$32,210	38
63.0	Dean, Continuing Education	$27,974	$24,384	$33,070	149
64.0	Dean, Dentistry	$33,333	$26,460	$36,291	7
65.0	Dean, Education	$27,724	$23,325	$31,500	17
66.0	Dean, Engineering	$29,000	$25,800	$33,306	46
67.0	Dean, Experimental Programs	$32,212	$28,857	$37,622	5
68.0	Dean, Extension	$26,637	$23,328	$32,262	18
69.0	Dean, Fine Arts	$30,919	$28,163	$35,832	29
71.0	Dean, Health Related Professions	$31,700	$28,220	$34,386	83
72.0	Dean, Home Economics	$24,360	$21,100	$28,410	9
73.0	Dean, Humanities	$29,676	$26,493	$34,350	82
74.0	Dean, Instruction	$34,310	$30,573	$38,548	30
76.0	Dean, Library and Information Sciences	$31,839	$28,277	$34,720	13
77.0	Dean, Mathematics	$31,234	$26,640	$35,669	39
79.0	Dean, Music	$29,837	$21,835	$32,815	7
80.0	Dean, Nursing	$26,800	$24,247	$30,830	68
81.0	Dean, Occupation Studies/Vocational Education/Technology	$30,305	$26,400	$35,388	164
84.0	Dean, Sciences	$29,664	$26,700	$33,150	81
85.0	Dean, Social Sciences	$29,767	$26,174	$33,030	89
86.0	Dean, Social Work	$27,190	$24,599	$34,482	7
87.0	Dean, Special Programs	$26,892	$23,200	$31,100	33

Table 36
2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 56.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$31,485	$26,000	$37,324	51
3.0	Executive Vice President	$26,862	$18,819	$27,034	5
4.0	Chief Academic Officer	$24,926	$20,000	$30,000	42
5.0	Chief Business Officer	$22,134	$13,745	$28,200	39
6.0	Chief Student Affairs Officer	$21,600	$16,500	$25,842	35
7.0	Chief Development Officer	$22,915	$18,000	$30,250	19
8.0	Chief Public Relations Officer	$10,800	$10,000	$15,000	13
14.0	Registrar	$14,000	$12,691	$17,000	30
16.0	Director, Learning Resources Center	$19,625	$15,675	$21,500	13
17.0	Director, Library Services	$16,154	$12,288	$20,933	33
18.0	Director, Computer Services	$19,098	$18,400	$22,000	5
25.0	Comptroller	$17,300	$12,200	$19,430	8
28.0	Director, Food Services	$13,200	$10,840	$18,929	12
29.0	Director, Physical Plant	$16,525	$11,929	$19,000	20
31.0	Director, Bookstore	$9,960	$6,400	$12,000	15
32.0	Director, Campus Security	$12,000	$8,107	$20,544	6
36.0	Director, Admissions	$16,050	$11,700	$18,056	24
39.0	Director, Student Financial Aid	$13,020	$10,500	$16,000	26
40.0	Director, Student Placement	$13,080	$12,000	$16,960	7
41.0	Director, Student Counseling	$15,213	$11,500	$20,325	21
43.0	Director, Student Health Services	$14,400	$12,827	$15,011	6
44.0	Director, Student Housing	$15,550	$13,333	$19,065	8
45.0	Director, Athletics	$15,922	$11,733	$20,270	12
46.0	Director, Campus Recreation/Intramurals	$14,242	$13,333	$17,345	5
47.0	Director, Alumni Affairs	$13,886	$12,305	$14,400	6
49.0	Director, Community Services	$22,175	$19,700	$25,813	6
54.0	Director, Admissions and Financial Aid	$16,830	$16,000	$22,854	9
61.0	Dean, Business	$21,324	$14,520	$23,400	7
63.0	Dean, Continuing Education	$20,700	$18,278	$23,893	9
80.0	Dean, Nursing	$24,011	$21,171	$27,084	5
81.0	Dean, Occupation Studies/Vocational Education/Technology	$25,415	$22,200	$26,336	8

Table 37

2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 76.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$38,000	$35,000	$42,000	71
3.0	Executive Vice President	$30,276	$26,400	$36,092	10
4.0	Chief Academic Officer	$29,076	$26,200	$32,823	65
5.0	Chief Business Officer	$27,500	$23,000	$29,551	64
6.0	Chief Student Affairs Officer	$26,100	$22,577	$30,240	62
7.0	Chief Development Officer	$21,175	$18,241	$26,825	14
8.0	Chief Public Relations Officer	$19,429	$16,020	$22,100	16
11.0	Chief Health Professions Officer	$23,100	$19,451	$29,039	7
14.0	Registrar	$17,000	$14,046	$19,700	44
16.0	Director, Learning Resources Center	$23,125	$20,112	$26,600	28
17.0	Director, Library Services	$20,904	$18,312	$23,328	45
18.0	Director, Computer Services	$17,952	$16,000	$22,800	25
19.0	Director, Educational Media Services	$17,893	$16,500	$20,909	8
20.0	Director, Institutional Research	$22,674	$19,624	$29,244	6
22.0	Administrator, Grants and Contracts	$19,104	$16,585	$27,288	7
23.0	Director, Affirmative Action/Equal Employment	$20,424	$18,000	$22,560	5
25.0	Comptroller	$19,206	$16,272	$20,640	18
27.0	Bursar	$16,000	$15,500	$16,200	5
28.0	Director, Food Services	$15,250	$14,000	$17,952	9
29.0	Director, Physical Plant	$18,295	$16,164	$22,256	29
30.0	Director, Purchasing	$13,500	$13,000	$20,472	6
31.0	Director, Bookstore	$12,118	$10,667	$13,488	22
32.0	Director, Campus Security	$11,376	$9,000	$14,732	8
35.0	Director, Auxiliary Services	$20,000	$17,874	$22,536	5
36.0	Director, Admissions	$19,752	$17,000	$22,000	30
39.0	Director, Student Financial Aid	$17,772	$14,571	$20,292	42
40.0	Director, Student Placement	$17,712	$15,960	$20,412	16
41.0	Director, Student Counseling	$20,509	$18,235	$24,950	30
42.0	Director, Student Union	$19,336	$13,716	$21,176	5
44.0	Director, Student Housing	$14,000	$11,044	$19,435	10
45.0	Director, Athletics	$23,112	$19,282	$25,990	19
46.0	Director, Campus Recreation/Intramurals	$17,000	$16,213	$23,125	6
47.0	Director, Alumni Affairs	$11,750	$11,340	$12,936	6
48.0	Director, Information Office	$16,595	$15,000	$20,196	8
49.0	Director, Community Services	$22,957	$20,000	$27,794	27
53.0	Director, Personnel and Affirmative Action	$21,800	$12,900	$27,368	7
54.0	Director, Admissions and Financial Aid	$21,500	$19,008	$25,750	11
61.0	Dean, Business	$25,152	$24,000	$28,800	14
63.0	Dean, Continuing Education	$22,000	$19,126	$24,384	13
71.0	Dean, Health Related Professions	$24,204	$24,000	$25,173	5
73.0	Dean, Humanities	$28,464	$19,124	$29,200	5
80.0	Dean, Nursing	$24,660	$23,000	$29,300	7
81.0	Dean, Occupation Studies/Vocational Education/Technology	$25,650	$20,604	$28,746	18
84.0	Dean, Sciences	$25,292	$25,180	$29,200	8
85.0	Dean, Social Sciences	$29,767	$26,400	$29,800	5
87.0	Dean, Special Programs	$25,500	$20,820	$27,570	5

Table 38
2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 151.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$43,680	$40,264	$46,425	12
2.0	Chief Executive Officer, Single Institution	$42,100	$38,520	$47,534	135
3.0	Executive Vice President	$33,125	$30,000	$36,100	27
4.0	Chief Academic Officer	$32,616	$30,084	$35,640	134
5.0	Chief Business Officer	$31,150	$27,937	$34,487	133
6.0	Chief Student Affairs Officer	$29,446	$26,364	$32,000	137
7.0	Chief Development Officer	$26,760	$20,884	$30,082	28
8.0	Chief Public Relations Officer	$20,845	$17,524	$24,661	54
9.0	Chief Planning Officer	$30,060	$29,139	$32,208	18
10.0	Director, Personnel/Human Resources	$20,807	$18,005	$23,625	29
11.0	Chief Health Professions Officer	$25,152	$22,450	$27,600	9
12.0	Chief Budgeting Officer	$22,195	$18,305	$27,327	20
14.0	Registrar	$21,847	$17,650	$24,984	111
16.0	Director, Learning Resources Center	$25,190	$21,541	$27,254	77
17.0	Director, Library Services	$22,500	$19,279	$26,013	94
18.0	Director, Computer Services	$22,874	$19,961	$25,560	79
19.0	Director, Educational Media Services	$19,979	$17,600	$21,920	34
20.0	Director, Institutional Research	$23,317	$18,232	$25,770	40
22.0	Administrator, Grants and Contracts	$26,800	$23,350	$28,720	19
23.0	Director, Affirmative Action/Equal Employment	$22,625	$17,948	$25,149	13
25.0	Comptroller	$22,405	$18,741	$24,460	62
26.0	Director, Internal Audit	$25,000	$22,200	$25,188	5
27.0	Bursar	$15,783	$13,500	$22,098	8
28.0	Director, Food Services	$15,416	$15,060	$16,678	25
29.0	Director, Physical Plant	$20,625	$18,100	$23,384	107
30.0	Director, Purchasing	$17,232	$13,420	$20,820	39
31.0	Director, Bookstore	$13,980	$11,766	$17,008	71
32.0	Director, Campus Security	$15,320	$12,504	$17,760	28
33.0	Director, Information Systems	$24,962	$20,826	$26,760	8
34.0	Director, News Bureau	$17,775	$15,775	$20,392	5
35.0	Director, Auxiliary Services	$24,550	$19,375	$27,041	17
36.0	Director, Admissions	$21,720	$18,824	$24,364	60
39.0	Director, Student Financial Aid	$18,625	$16,125	$21,806	120
40.0	Director, Student Placement	$19,277	$16,720	$23,457	57
41.0	Director, Student Counseling	$22,779	$20,196	$25,080	72
42.0	Director, Student Union	$18,000	$14,964	$22,538	27
43.0	Director, Student Health Services	$16,163	$13,104	$18,774	22
44.0	Director, Student Housing	$13,876	$11,934	$15,546	12
45.0	Director, Athletics	$25,237	$21,801	$29,692	63
46.0	Director, Campus Recreation/Intramurals	$18,137	$14,700	$21,500	19
47.0	Director, Alumni Affairs	$16,000	$15,680	$17,500	5
48.0	Director, Information Office	$16,125	$15,000	$19,820	23
49.0	Director, Community Services	$24,140	$18,625	$28,048	62
52.0	Chief Development and Public Relations Officer	$24,293	$19,000	$28,166	11
53.0	Director, Personnel and Affirmative Action	$20,750	$17,187	$24,882	27
54.0	Director, Admissions and Financial Aid	$24,400	$23,220	$30,120	9
56.0	Director, Development and Alumni Affairs	$25,000	$23,959	$25,200	5
58.0	Dean, Agriculture	$28,040	$25,530	$28,732	10
59.0	Dean, Arts and Letters	$25,287	$22,988	$28,000	6
60.0	Dean, Arts and Sciences	$28,732	$27,383	$30,552	21
61.0	Dean, Business	$27,808	$24,516	$30,194	43
62.0	Dean, Communications	$28,293	$27,673	$29,218	9
63.0	Dean, Continuing Education	$26,645	$24,550	$31,625	51
66.0	Dean, Engineering	$27,465	$25,572	$29,391	15
68.0	Dean, Extension	$26,400	$23,328	$28,125	7
69.0	Dean, Fine Arts	$25,704	$23,592	$27,846	5
71.0	Dean, Health Related Professions	$28,974	$26,879	$31,644	17
73.0	Dean, Humanities	$26,493	$24,576	$30,165	26
77.0	Dean, Mathematics	$28,824	$27,790	$34,494	6
80.0	Dean, Nursing	$25,973	$24,900	$28,350	18
81.0	Dean, Occupation Studies/Vocational Education/Technology	$28,212	$24,252	$31,030	48
84.0	Dean, Sciences	$28,350	$26,087	$31,073	22
85.0	Dean, Social Sciences	$25,464	$23,635	$29,474	22
87.0	Dean, Special Programs	$21,624	$18,900	$25,806	8

Table 39
2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 94.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,800	$43,400	$51,000	9
2.0	Chief Executive Officer, Single Institution	$45,314	$42,000	$50,000	88
3.0	Executive Vice President	$36,130	$32,798	$38,000	14
4.0	Chief Academic Officer	$36,886	$33,566	$40,969	84
5.0	Chief Business Officer	$34,163	$29,605	$39,400	84
6.0	Chief Student Affairs Officer	$34,000	$29,400	$38,055	87
7.0	Chief Development Officer	$28,356	$24,000	$30,222	11
8.0	Chief Public Relations Officer	$23,540	$21,304	$27,738	28
9.0	Chief Planning Officer	$30,720	$29,334	$34,100	18
10.0	Director, Personnel/Human Resources	$25,208	$22,091	$30,275	31
11.0	Chief Health Professions Officer	$27,962	$25,904	$37,903	7
12.0	Chief Budgeting Officer	$25,825	$24,600	$30,000	18
14.0	Registrar	$27,036	$23,400	$29,786	64
16.0	Director, Learning Resources Center	$28,200	$25,440	$31,965	55
17.0	Director, Library Services	$27,605	$25,200	$32,256	48
18.0	Director, Computer Services	$26,029	$23,400	$29,597	49
19.0	Director, Educational Media Services	$24,101	$18,700	$30,554	29
20.0	Director, Institutional Research	$23,830	$20,546	$26,869	42
22.0	Administrator, Grants and Contracts	$25,279	$19,170	$27,794	19
23.0	Director, Affirmative Action/Equal Employment	$22,530	$16,926	$28,691	11
25.0	Comptroller	$26,750	$23,000	$31,010	47
27.0	Bursar	$18,333	$15,330	$23,146	9
28.0	Director, Food Services	$19,500	$14,445	$22,125	20
29.0	Director, Physical Plant	$24,795	$20,960	$28,338	74
30.0	Director, Purchasing	$21,000	$16,992	$25,448	41
31.0	Director, Bookstore	$17,625	$14,384	$19,754	47
32.0	Director, Campus Security	$19,685	$15,776	$22,217	45
33.0	Director, Information Systems	$29,976	$28,175	$30,612	13
34.0	Director, News Bureau	$20,760	$13,952	$21,672	5
35.0	Director, Auxiliary Services	$22,000	$17,049	$27,408	11
36.0	Director, Admissions	$24,258	$21,736	$27,625	49
37.0	Director, Foreign Students	$28,884	$21,007	$32,000	5
39.0	Director, Student Financial Aid	$22,108	$18,974	$25,484	75
40.0	Director, Student Placement	$22,700	$18,000	$26,606	47
41.0	Director, Student Counseling	$28,287	$23,945	$30,850	52
42.0	Director, Student Union	$23,387	$19,300	$28,329	33
43.0	Director, Student Health Services	$18,492	$17,000	$20,666	16
45.0	Director, Athletics	$29,784	$26,376	$31,986	37
46.0	Director, Campus Recreation/Intramurals	$20,220	$18,000	$24,000	11
48.0	Director, Information Office	$20,233	$18,356	$23,723	27
49.0	Director, Community Services	$27,956	$24,228	$33,228	53
52.0	Chief Development and Public Relations Officer	$28,788	$28,000	$30,240	9
53.0	Director, Personnel and Affirmative Action	$26,800	$22,000	$30,180	28
54.0	Director, Admissions and Financial Aid	$28,608	$27,718	$30,755	9
58.0	Dean, Agriculture	$32,113	$29,412	$35,532	6
59.0	Dean, Arts and Letters	$33,773	$27,301	$37,342	9
60.0	Dean, Arts and Sciences	$30,492	$29,054	$32,212	21
61.0	Dean, Business	$29,277	$27,255	$32,748	44
62.0	Dean, Communications	$30,140	$26,829	$32,496	11
63.0	Dean, Continuing Education	$28,625	$26,454	$32,841	41
66.0	Dean, Engineering	$29,000	$25,497	$33,306	13
71.0	Dean, Health Related Professions	$31,803	$29,574	$36,060	29
73.0	Dean, Humanities	$30,177	$27,636	$34,526	24
74.0	Dean, Instruction	$34,310	$31,200	$39,470	11
77.0	Dean, Mathematics	$33,610	$26,550	$36,216	10
80.0	Dean, Nursing	$28,036	$23,515	$32,552	19
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,172	$28,592	$34,513	48
84.0	Dean, Sciences	$29,500	$26,700	$33,000	22
85.0	Dean, Social Sciences	$29,776	$27,488	$34,020	29
87.0	Dean, Special Programs	$28,077	$26,591	$29,136	8

Table 40
2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 61.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,150	$44,546	$55,000	11
2.0	Chief Executive Officer, Single Institution	$49,500	$45,000	$53,300	52
3.0	Executive Vice President	$41,300	$33,000	$44,804	19
4.0	Chief Academic Officer	$38,573	$35,600	$42,245	52
5.0	Chief Business Officer	$38,300	$32,859	$42,200	58
6.0	Chief Student Affairs Officer	$37,381	$33,642	$40,829	50
7.0	Chief Development Officer	$28,852	$25,200	$34,730	17
8.0	Chief Public Relations Officer	$29,440	$21,264	$33,030	31
9.0	Chief Planning Officer	$34,211	$31,500	$39,600	24
10.0	Director, Personnel/Human Resources	$31,150	$26,200	$35,454	40
11.0	Chief Health Professions Officer	$29,900	$24,315	$34,467	10
12.0	Chief Budgeting Officer	$27,750	$25,000	$34,100	22
14.0	Registrar	$29,737	$26,443	$33,644	47
16.0	Director, Learning Resources Center	$31,755	$28,350	$36,060	34
17.0	Director, Library Services	$32,653	$27,204	$36,892	27
18.0	Director, Computer Services	$30,029	$26,000	$33,400	43
19.0	Director, Educational Media Services	$25,800	$20,329	$29,504	20
20.0	Director, Institutional Research	$27,500	$24,397	$32,003	38
22.0	Administrator, Grants and Contracts	$27,300	$22,500	$30,545	22
23.0	Director, Affirmative Action/Equal Employment	$24,500	$21,700	$29,700	18
24.0	Director, Employee Training	$26,267	$23,535	$32,670	6
25.0	Comptroller	$29,227	$25,000	$32,086	31
26.0	Director, Internal Audit	$21,718	$18,679	$24,863	11
27.0	Bursar	$18,500	$15,943	$20,371	12
28.0	Director, Food Services	$21,338	$20,100	$24,588	14
29.0	Director, Physical Plant	$27,818	$24,200	$30,312	47
30.0	Director, Purchasing	$22,601	$19,500	$25,669	40
31.0	Director, Bookstore	$21,069	$17,373	$24,600	34
32.0	Director, Campus Security	$21,116	$16,930	$23,282	33
33.0	Director, Information Systems	$33,970	$27,170	$37,395	8
35.0	Director, Auxiliary Services	$26,400	$17,373	$31,190	7
36.0	Director, Admissions	$28,400	$24,720	$31,167	32
39.0	Director, Student Financial Aid	$26,856	$22,400	$29,737	50
40.0	Director, Student Placement	$22,523	$19,600	$26,125	27
41.0	Director, Student Counseling	$30,900	$26,655	$34,063	42
42.0	Director, Student Union	$30,524	$21,216	$32,160	18
43.0	Director, Student Health Services	$19,990	$17,056	$25,300	15
45.0	Director, Athletics	$27,595	$24,333	$32,624	30
46.0	Director, Campus Recreation/Intramurals	$21,573	$17,500	$22,000	5
47.0	Director, Alumni Affairs	$20,685	$14,500	$20,830	5
48.0	Director, Information Office	$24,298	$21,000	$27,858	16
49.0	Director, Community Services	$28,665	$23,132	$35,780	36
53.0	Director, Personnel and Affirmative Action	$29,049	$27,200	$29,289	8
59.0	Dean, Arts and Letters	$33,249	$29,700	$34,627	8
60.0	Dean, Arts and Sciences	$32,815	$31,170	$36,900	13
61.0	Dean, Business	$32,815	$30,035	$36,060	32
62.0	Dean, Communications	$30,015	$27,771	$35,176	11
63.0	Dean, Continuing Education	$34,969	$29,991	$38,912	25
66.0	Dean, Engineering	$33,476	$29,900	$34,475	13
68.0	Dean, Extension	$34,000	$32,815	$36,943	5
69.0	Dean, Fine Arts	$32,815	$29,862	$34,737	12
71.0	Dean, Health Related Professions	$33,815	$31,571	$35,970	22
73.0	Dean, Humanities	$32,815	$30,037	$39,677	15
74.0	Dean, Instruction	$37,710	$30,312	$38,912	8
76.0	Dean, Library and Information Sciences	$32,815	$31,500	$34,720	5
77.0	Dean, Mathematics	$31,099	$27,250	$37,116	14
80.0	Dean, Nursing	$29,851	$24,615	$32,815	13
81.0	Dean, Occupation Studies/Vocational Education/Technology	$35,089	$31,400	$39,570	25
84.0	Dean, Sciences	$31,895	$29,030	$36,060	17
85.0	Dean, Social Sciences	$32,324	$29,857	$35,176	23
86.0	Dean, Social Work	$27,190	$24,685	$29,241	5
87.0	Dean, Special Programs	$26,892	$23,153	$35,388	7

Table 41
2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 34.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,100	$52,965	$63,764	19
2.0	Chief Executive Officer, Single Institution	$55,633	$50,844	$59,325	22
3.0	Executive Vice President	$50,123	$43,252	$52,430	12
4.0	Chief Academic Officer	$45,748	$39,235	$50,477	27
5.0	Chief Business Officer	$44,500	$39,200	$47,000	29
6.0	Chief Student Affairs Officer	$38,199	$34,108	$46,184	24
7.0	Chief Development Officer	$36,754	$33,945	$37,614	9
8.0	Chief Public Relations Officer	$32,000	$28,521	$37,200	20
9.0	Chief Planning Officer	$33,864	$25,579	$41,386	8
10.0	Director, Personnel/Human Resources	$32,984	$29,700	$42,060	20
12.0	Chief Budgeting Officer	$32,930	$28,860	$36,473	15
13.0	Director, Legal Services	$33,000	$32,956	$46,200	6
14.0	Registrar	$30,000	$25,883	$37,034	26
16.0	Director, Learning Resources Center	$35,354	$27,175	$40,576	15
17.0	Director, Library Services	$33,672	$31,839	$43,370	17
18.0	Director, Computer Services	$31,839	$29,214	$36,450	20
19.0	Director, Educational Media Services	$32,963	$25,651	$41,329	15
20.0	Director, Institutional Research	$35,056	$29,930	$38,228	21
22.0	Administrator, Grants and Contracts	$26,400	$20,979	$39,924	11
23.0	Director, Affirmative Action/Equal Employment	$30,000	$22,507	$34,391	15
25.0	Comptroller	$32,956	$28,944	$35,000	21
26.0	Director, Internal Audit	$23,856	$23,000	$27,731	10
27.0	Bursar	$23,599	$17,127	$26,082	5
28.0	Director, Food Services	$26,195	$25,161	$30,108	9
29.0	Director, Physical Plant	$33,192	$27,305	$40,650	29
30.0	Director, Purchasing	$29,263	$26,976	$34,132	26
31.0	Director, Bookstore	$24,517	$22,620	$25,649	19
32.0	Director, Campus Security	$24,606	$19,212	$28,488	22
33.0	Director, Information Systems	$31,584	$28,461	$33,833	17
35.0	Director, Auxiliary Services	$37,622	$30,179	$43,896	7
36.0	Director, Admissions	$31,094	$25,157	$37,035	11
39.0	Director, Student Financial Aid	$28,514	$23,663	$30,840	24
40.0	Director, Student Placement	$20,919	$16,511	$27,558	16
41.0	Director, Student Counseling	$32,032	$28,172	$35,894	21
42.0	Director, Student Union	$23,135	$20,825	$25,445	9
43.0	Director, Student Health Services	$25,367	$23,149	$32,852	9
45.0	Director, Athletics	$33,659	$27,600	$38,629	16
46.0	Director, Campus Recreation/Intramurals	$25,000	$15,459	$30,594	7
48.0	Director, Information Office	$24,012	$17,100	$29,311	14
49.0	Director, Community Services	$34,815	$28,750	$41,029	16
53.0	Director, Personnel and Affirmative Action	$38,150	$27,927	$50,123	11
60.0	Dean, Arts and Sciences	$37,782	$31,078	$40,576	5
61.0	Dean, Business	$37,622	$29,415	$41,234	11
62.0	Dean, Communications	$31,839	$31,250	$34,386	5
63.0	Dean, Continuing Education	$38,325	$29,254	$43,205	9
69.0	Dean, Fine Arts	$40,634	$29,773	$45,403	5
71.0	Dean, Health Related Professions	$34,386	$31,815	$39,434	8
73.0	Dean, Humanities	$31,440	$29,318	$40,899	9
74.0	Dean, Instruction	$36,322	$35,000	$38,490	5
77.0	Dean, Mathematics	$32,416	$27,223	$42,692	5
80.0	Dean, Nursing	$29,014	$25,535	$46,080	6
81.0	Dean, Occupation Studies/Vocational Education/Technology	$37,505	$29,896	$41,562	16
84.0	Dean, Sciences	$35,692	$31,635	$40,899	10
85.0	Dean, Social Sciences	$35,142	$28,374	$46,080	7

Table 42
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$35,000	$30,000	$42,000	24
4.0	Chief Academic Officer	$29,532	$24,928	$32,823	18
5.0	Chief Business Officer	$27,034	$20,523	$29,532	16
6.0	Chief Student Affairs Officer	$25,324	$22,040	$29,456	16
14.0	Registrar	$15,304	$13,500	$17,854	14
16.0	Director, Learning Resources Center	$19,625	$15,675	$22,646	10
17.0	Director, Library Services	$23,274	$22,536	$23,987	7
18.0	Director, Computer Services	$19,098	$18,400	$22,000	5
29.0	Director, Physical Plant	$17,371	$16,706	$24,400	9
31.0	Director, Bookstore	$11,756	$10,884	$12,560	5
36.0	Director, Admissions	$19,575	$15,405	$25,621	7
39.0	Director, Student Financial Aid	$14,478	$10,500	$17,247	9
41.0	Director, Student Counseling	$21,650	$18,337	$27,009	7
45.0	Director, Athletics	$20,270	$15,922	$21,600	5
54.0	Director, Admissions and Financial Aid	$22,854	$16,125	$25,104	5
63.0	Dean, Continuing Education	$20,700	$20,000	$27,817	6
81.0	Dean, Occupation Studies/Vocational Education/Technology	$25,415	$22,200	$26,336	8

Table 43
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 66.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$38,000	$35,400	$41,592	61
3.0	Executive Vice President	$34,698	$25,332	$37,090	7
4.0	Chief Academic Officer	$29,256	$26,892	$32,995	57
5.0	Chief Business Officer	$27,647	$23,722	$29,796	55
6.0	Chief Student Affairs Officer	$26,815	$23,500	$30,668	55
7.0	Chief Development Officer	$26,197	$19,625	$27,112	9
8.0	Chief Public Relations Officer	$21,000	$17,500	$30,525	11
11.0	Chief Health Professions Officer	$23,100	$22,582	$29,039	6
14.0	Registrar	$17,500	$14,023	$20,379	37
16.0	Director, Learning Resources Center	$23,328	$20,732	$27,261	27
17.0	Director, Library Services	$21,642	$19,164	$25,625	35
18.0	Director, Computer Services	$19,150	$17,000	$23,575	21
19.0	Director, Educational Media Services	$17,893	$16,500	$20,909	8
20.0	Director, Institutional Research	$22,674	$19,624	$29,244	6
22.0	Administrator, Grants and Contracts	$18,361	$16,585	$20,000	6
23.0	Director, Affirmative Action/Equal Employment	$20,424	$18,000	$22,560	5
25.0	Comptroller	$19,728	$18,551	$21,250	13
28.0	Director, Food Services	$14,000	$13,067	$15,250	6
29.0	Director, Physical Plant	$18,000	$16,164	$23,000	22
31.0	Director, Bookstore	$12,720	$11,500	$13,840	15
32.0	Director, Campus Security	$11,376	$9,006	$16,796	6
35.0	Director, Auxiliary Services	$20,000	$17,874	$22,536	5
36.0	Director, Admissions	$19,398	$16,125	$21,000	20
39.0	Director, Student Financial Aid	$18,026	$16,000	$20,292	33
40.0	Director, Student Placement	$18,000	$16,133	$20,640	11
41.0	Director, Student Counseling	$20,601	$18,500	$25,560	27
44.0	Director, Student Housing	$13,333	$7,531	$21,860	7
45.0	Director, Athletics	$25,021	$19,282	$26,455	12
46.0	Director, Campus Recreation/Intramurals	$17,000	$16,213	$23,125	6
48.0	Director, Information Office	$19,150	$15,080	$20,767	7
49.0	Director, Community Services	$22,957	$20,000	$27,794	27
53.0	Director, Personnel and Affirmative Action	$21,800	$12,900	$27,368	7
54.0	Director, Admissions and Financial Aid	$21,500	$19,008	$25,750	11
61.0	Dean, Business	$25,152	$24,000	$28,800	14
63.0	Dean, Continuing Education	$22,747	$19,125	$25,000	11
71.0	Dean, Health Related Professions	$24,204	$24,000	$25,173	5
73.0	Dean, Humanities	$28,464	$19,124	$29,200	5
80.0	Dean, Nursing	$24,660	$23,000	$29,300	7
81.0	Dean, Occupation Studies/Vocational Education/Technology	$25,650	$20,604	$28,746	18
84.0	Dean, Sciences	$25,292	$25,180	$29,200	8
85.0	Dean, Social Sciences	$29,767	$26,400	$29,800	5
87.0	Dean, Special Programs	$25,500	$20,820	$27,570	5

Table 44

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 144.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,000	$42,000	$46,518	11
2.0	Chief Executive Officer, Single Institution	$42,000	$38,520	$47,136	128
3.0	Executive Vice President	$33,096	$30,000	$36,100	24
4.0	Chief Academic Officer	$32,760	$30,227	$35,773	127
5.0	Chief Business Officer	$31,220	$28,000	$34,611	127
6.0	Chief Student Affairs Officer	$29,500	$26,364	$32,125	131
7.0	Chief Development Officer	$26,760	$21,197	$30,600	23
8.0	Chief Public Relations Officer	$21,000	$17,524	$24,661	51
9.0	Chief Planning Officer	$30,060	$29,139	$31,776	17
10.0	Director, Personnel/Human Resources	$20,807	$18,005	$23,625	28
11.0	Chief Health Professions Officer	$25,152	$22,450	$27,600	9
12.0	Chief Budgeting Officer	$22,307	$19,236	$28,125	19
14.0	Registrar	$22,049	$18,180	$24,984	105
16.0	Director, Learning Resources Center	$25,190	$21,541	$27,254	75
17.0	Director, Library Services	$22,714	$19,800	$26,232	87
18.0	Director, Computer Services	$23,000	$20,000	$25,560	75
19.0	Director, Educational Media Services	$19,979	$17,600	$21,920	32
20.0	Director, Institutional Research	$24,046	$19,983	$26,008	36
22.0	Administrator, Grants and Contracts	$26,760	$23,350	$28,325	18
23.0	Director, Affirmative Action/Equal Employment	$22,625	$17,948	$25,149	13
25.0	Comptroller	$23,000	$19,170	$24,460	56
26.0	Director, Internal Audit	$25,000	$22,200	$25,188	5
27.0	Bursar	$15,783	$15,269	$25,392	6
28.0	Director, Food Services	$15,400	$12,654	$16,572	24
29.0	Director, Physical Plant	$20,265	$18,000	$23,372	101
30.0	Director, Purchasing	$18,024	$13,893	$20,820	37
31.0	Director, Bookstore	$14,000	$11,766	$17,124	67
32.0	Director, Campus Security	$15,320	$13,200	$19,256	25
33.0	Director, Information Systems	$24,962	$20,826	$26,760	8
34.0	Director, News Bureau	$17,775	$15,775	$20,392	5
35.0	Director, Auxiliary Services	$24,550	$19,125	$27,041	16
36.0	Director, Admissions	$21,953	$18,824	$24,500	56
39.0	Director, Student Financial Aid	$18,765	$16,325	$22,416	114
40.0	Director, Student Placement	$19,360	$16,963	$23,695	54
41.0	Director, Student Counseling	$23,100	$21,125	$25,246	67
42.0	Director, Student Union	$18,000	$15,000	$22,538	26
43.0	Director, Student Health Services	$16,294	$12,780	$21,300	19
44.0	Director, Student Housing	$13,876	$11,934	$16,539	10
45.0	Director, Athletics	$25,876	$22,150	$29,700	59
46.0	Director, Campus Recreation/Intramurals	$18,070	$14,700	$20,305	18
48.0	Director, Information Office	$16,125	$15,000	$19,820	21
49.0	Director, Community Services	$24,500	$19,150	$28,048	61
52.0	Chief Development and Public Relations Officer	$24,200	$19,000	$26,826	10
53.0	Director, Personnel and Affirmative Action	$20,750	$17,772	$24,882	26
54.0	Director, Admissions and Financial Aid	$24,400	$23,220	$30,120	9
58.0	Dean, Agriculture	$28,040	$25,530	$28,732	9
59.0	Dean, Arts and Letters	$25,287	$22,988	$28,000	6
60.0	Dean, Arts and Sciences	$28,080	$25,808	$30,552	19
61.0	Dean, Business	$27,750	$24,516	$30,150	42
62.0	Dean, Communications	$28,293	$27,673	$29,218	9
63.0	Dean, Continuing Education	$27,468	$24,900	$31,625	46
66.0	Dean, Engineering	$27,465	$25,572	$29,391	15
68.0	Dean, Extension	$26,400	$23,328	$28,125	7
69.0	Dean, Fine Arts	$25,704	$23,592	$27,846	5
71.0	Dean, Health Related Professions	$28,974	$26,879	$31,644	17
73.0	Dean, Humanities	$26,493	$24,576	$30,165	26
77.0	Dean, Mathematics	$28,824	$27,790	$34,494	6
80.0	Dean, Nursing	$25,973	$24,900	$28,350	18
81.0	Dean, Occupation Studies/Vocational Education/Technology	$28,212	$24,252	$31,030	47
84.0	Dean, Sciences	$28,560	$26,087	$31,073	21
85.0	Dean, Social Sciences	$25,464	$23,635	$29,474	22
87.0	Dean, Special Programs	$21,624	$18,900	$25,806	8

Table 45
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 94.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,800	$43,400	$51,000	9
2.0	Chief Executive Officer, Single Institution	$45,314	$42,000	$50,000	88
3.0	Executive Vice President	$36,130	$32,798	$38,000	14
4.0	Chief Academic Officer	$36,886	$33,566	$40,969	84
5.0	Chief Business Officer	$34,163	$29,605	$39,400	84
6.0	Chief Student Affairs Officer	$34,000	$29,400	$38,055	87
7.0	Chief Development Officer	$28,356	$24,000	$30,222	11
8.0	Chief Public Relations Officer	$23,540	$21,304	$27,738	28
9.0	Chief Planning Officer	$30,720	$29,334	$34,100	18
10.0	Director, Personnel/Human Resources	$25,208	$22,091	$30,275	31
11.0	Chief Health Professions Officer	$27,962	$25,904	$37,903	7
12.0	Chief Budgeting Officer	$25,825	$24,600	$30,000	18
14.0	Registrar	$27,036	$23,400	$29,786	64
16.0	Director, Learning Resources Center	$28,200	$25,440	$31,965	55
17.0	Director, Library Services	$27,605	$25,200	$32,256	48
18.0	Director, Computer Services	$26,029	$23,400	$29,597	49
19.0	Director, Educational Media Services	$24,101	$18,700	$30,554	29
20.0	Director, Institutional Research	$23,830	$20,546	$26,869	42
22.0	Administrator, Grants and Contracts	$25,279	$19,170	$27,794	19
23.0	Director, Affirmative Action/Equal Employment	$22,530	$16,926	$28,691	11
25.0	Comptroller	$26,750	$23,000	$31,010	47
27.0	Bursar	$18,333	$15,330	$23,146	9
28.0	Director, Food Services	$19,500	$14,445	$22,125	20
29.0	Director, Physical Plant	$24,795	$20,960	$28,338	74
30.0	Director, Purchasing	$21,000	$16,992	$25,448	41
31.0	Director, Bookstore	$17,625	$14,384	$19,754	47
32.0	Director, Campus Security	$19,685	$15,776	$22,217	45
33.0	Director, Information Systems	$29,976	$28,175	$30,612	13
34.0	Director, News Bureau	$20,760	$13,952	$21,672	5
35.0	Director, Auxiliary Services	$22,000	$17,049	$27,408	11
36.0	Director, Admissions	$24,258	$21,736	$27,624	49
37.0	Director, Foreign Students	$28,884	$21,007	$32,000	5
39.0	Director, Student Financial Aid	$22,108	$18,974	$25,484	75
40.0	Director, Student Placement	$22,700	$18,000	$26,606	47
41.0	Director, Student Counseling	$28,287	$23,945	$30,850	52
42.0	Director, Student Union	$23,387	$19,300	$28,329	33
43.0	Director, Student Health Services	$18,492	$17,000	$20,666	16
45.0	Director, Athletics	$29,784	$26,376	$31,986	37
46.0	Director, Campus Recreation/Intramurals	$20,220	$18,060	$24,060	11
48.0	Director, Information Office	$20,233	$18,356	$23,723	27
49.0	Director, Community Services	$27,956	$24,228	$33,228	53
52.0	Chief Development and Public Relations Officer	$28,788	$28,000	$30,240	9
53.0	Director, Personnel and Affirmative Action	$26,800	$22,000	$30,180	28
54.0	Director, Admissions and Financial Aid	$28,608	$27,718	$30,755	9
58.0	Dean, Agriculture	$32,113	$29,412	$35,532	6
59.0	Dean, Arts and Letters	$33,773	$27,301	$37,342	9
60.0	Dean, Arts and Sciences	$30,492	$29,054	$32,212	21
61.0	Dean, Business	$29,277	$27,255	$32,748	44
62.0	Dean, Communications	$30,140	$26,829	$32,496	11
63.0	Dean, Continuing Education	$28,625	$26,454	$32,841	41
66.0	Dean, Engineering	$29,000	$25,497	$33,306	13
71.0	Dean, Health Related Professions	$31,803	$29,574	$36,060	29
73.0	Dean, Humanities	$30,177	$27,636	$34,526	24
74.0	Dean, Instruction	$34,310	$31,200	$39,470	11
77.0	Dean, Mathematics	$33,610	$26,550	$36,216	10
80.0	Dean, Nursing	$28,036	$23,515	$32,552	19
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,172	$28,592	$34,513	48
84.0	Dean, Sciences	$29,500	$26,700	$33,000	22
85.0	Dean, Social Sciences	$29,776	$27,488	$34,020	29
87.0	Dean, Special Programs	$28,077	$26,591	$29,136	8

Table 46
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,150	$44,546	$55,000	11
2.0	Chief Executive Officer, Single Institution	$49,500	$45,000	$54,000	51
3.0	Executive Vice President	$40,077	$33,000	$44,804	18
4.0	Chief Academic Officer	$39,066	$35,600	$42,432	51
5.0	Chief Business Officer	$38,300	$32,859	$42,200	58
6.0	Chief Student Affairs Officer	$37,381	$33,642	$40,829	49
7.0	Chief Development Officer	$28,852	$25,200	$34,730	17
8.0	Chief Public Relations Officer	$27,641	$21,264	$32,738	30
9.0	Chief Planning Officer	$34,211	$31,500	$39,600	24
10.0	Director, Personnel/Human Resources	$31,735	$26,500	$35,755	39
11.0	Chief Health Professions Officer	$29,900	$24,315	$34,467	10
12.0	Chief Budgeting Officer	$27,750	$25,000	$34,100	21
14.0	Registrar	$29,737	$26,602	$33,644	46
16.0	Director, Learning Resources Center	$32,292	$29,000	$36,060	33
17.0	Director, Library Services	$32,653	$27,204	$36,892	27
18.0	Director, Computer Services	$30,029	$26,000	$33,400	42
19.0	Director, Educational Media Services	$26,355	$21,433	$30,263	19
20.0	Director, Institutional Research	$27,500	$24,397	$32,003	37
22.0	Administrator, Grants and Contracts	$27,300	$22,500	$30,545	22
23.0	Director, Affirmative Action/Equal Employment	$24,500	$21,700	$29,700	18
24.0	Director, Employee Training	$26,267	$23,535	$32,670	6
25.0	Comptroller	$28,900	$25,000	$32,086	30
26.0	Director, Internal Audit	$20,141	$18,679	$24,263	10
27.0	Bursar	$18,500	$15,943	$20,371	12
28.0	Director, Food Services	$21,338	$20,100	$24,588	13
29.0	Director, Physical Plant	$27,750	$24,200	$30,236	46
30.0	Director, Purchasing	$22,601	$19,500	$25,669	40
31.0	Director, Bookstore	$21,069	$17,373	$24,600	33
32.0	Director, Campus Security	$20,354	$16,500	$23,217	32
33.0	Director, Information Systems	$33,970	$27,170	$37,395	8
35.0	Director, Auxiliary Services	$26,400	$17,373	$31,190	7
36.0	Director, Admissions	$28,400	$24,720	$31,459	31
39.0	Director, Student Financial Aid	$27,253	$23,456	$29,737	49
40.0	Director, Student Placement	$22,523	$19,600	$26,125	27
41.0	Director, Student Counseling	$31,502	$26,655	$34,063	41
42.0	Director, Student Union	$30,781	$21,216	$32,160	17
43.0	Director, Student Health Services	$19,600	$17,056	$21,530	14
45.0	Director, Athletics	$27,595	$24,333	$32,624	29
46.0	Director, Campus Recreation/Intramurals	$21,573	$17,500	$22,000	5
48.0	Director, Information Office	$24,298	$21,000	$27,858	16
49.0	Director, Community Services	$28,665	$23,132	$35,780	36
53.0	Director, Personnel and Affirmative Action	$29,049	$27,200	$29,289	8
59.0	Dean, Arts and Letters	$33,249	$29,700	$34,627	8
60.0	Dean, Arts and Sciences	$32,815	$31,170	$36,900	13
61.0	Dean, Business	$32,815	$30,035	$36,060	32
62.0	Dean, Communications	$30,015	$27,771	$35,176	11
63.0	Dean, Continuing Education	$34,969	$29,991	$38,912	24
66.0	Dean, Engineering	$33,476	$29,900	$34,475	13
68.0	Dean, Extension	$34,000	$32,815	$36,943	5
69.0	Dean, Fine Arts	$32,815	$29,862	$34,737	12
71.0	Dean, Health Related Professions	$33,815	$31,571	$35,970	22
73.0	Dean, Humanities	$32,815	$30,037	$39,677	15
74.0	Dean, Instruction	$37,710	$30,312	$38,912	8
76.0	Dean, Library and Information Sciences	$32,815	$31,500	$34,720	5
77.0	Dean, Mathematics	$31,099	$27,250	$37,116	14
80.0	Dean, Nursing	$29,851	$24,615	$32,815	13
81.0	Dean, Occupation Studies/Vocational Education/Technology	$35,089	$31,400	$39,570	24
84.0	Dean, Sciences	$31,895	$28,480	$36,060	16
85.0	Dean, Social Sciences	$32,324	$30,015	$35,176	22
86.0	Dean, Social Work	$27,190	$24,685	$29,241	5
87.0	Dean, Special Programs	$26,892	$23,153	$35,388	7

Table 47
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 34.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,100	$52,965	$63,764	19
2.0	Chief Executive Officer, Single Institution	$55,633	$50,844	$59,325	22
3.0	Executive Vice President	$50,123	$43,252	$52,430	12
4.0	Chief Academic Officer	$45,748	$39,235	$50,477	27
5.0	Chief Business Officer	$44,500	$39,200	$47,000	29
6.0	Chief Student Affairs Officer	$38,199	$34,108	$46,184	24
7.0	Chief Development Officer	$36,754	$33,945	$37,614	9
8.0	Chief Public Relations Officer	$32,000	$28,521	$37,200	20
9.0	Chief Planning Officer	$33,864	$25,579	$41,386	8
10.0	Director, Personnel/Human Resources	$32,984	$29,700	$42,060	20
12.0	Chief Budgeting Officer	$32,930	$28,860	$36,473	15
13.0	Director, Legal Services	$33,000	$32,956	$46,200	6
14.0	Registrar	$30,000	$25,883	$37,034	26
16.0	Director, Learning Resources Center	$35,354	$27,175	$40,576	15
17.0	Director, Library Services	$33,672	$31,839	$43,370	17
18.0	Director, Computer Services	$31,839	$29,214	$36,450	20
19.0	Director, Educational Media Services	$32,963	$25,651	$41,329	15
20.0	Director, Institutional Research	$35,056	$29,930	$38,228	21
22.0	Administrator, Grants and Contracts	$26,400	$20,979	$39,924	11
23.0	Director, Affirmative Action/Equal Employment	$30,000	$22,507	$34,391	15
25.0	Comptroller	$32,956	$28,944	$35,000	21
26.0	Director, Internal Audit	$23,856	$23,000	$27,731	10
27.0	Bursar	$23,599	$17,127	$26,082	5
28.0	Director, Food Services	$26,195	$25,161	$30,108	9
29.0	Director, Physical Plant	$33,192	$27,305	$40,650	29
30.0	Director, Purchasing	$29,263	$26,976	$34,132	26
31.0	Director, Bookstore	$24,517	$22,620	$25,649	19
32.0	Director, Campus Security	$24,606	$19,212	$28,488	22
33.0	Director, Information Systems	$31,584	$28,461	$33,833	17
35.0	Director, Auxiliary Services	$37,622	$30,179	$43,896	7
36.0	Director, Admissions	$31,094	$25,157	$37,035	11
39.0	Director, Student Financial Aid	$28,514	$23,663	$30,840	24
40.0	Director, Student Placement	$20,919	$16,511	$27,558	16
41.0	Director, Student Counseling	$32,032	$28,172	$35,894	21
42.0	Director, Student Union	$23,135	$20,825	$25,445	9
43.0	Director, Student Health Services	$25,367	$23,149	$32,852	9
45.0	Director, Athletics	$33,659	$27,600	$38,629	16
46.0	Director, Campus Recreation/Intramurals	$25,000	$15,459	$30,594	7
48.0	Director, Information Office	$24,012	$17,100	$29,311	14
49.0	Director, Community Services	$34,815	$28,750	$41,029	16
53.0	Director, Personnel and Affirmative Action	$38,150	$27,927	$50,123	11
60.0	Dean, Arts and Sciences	$37,782	$31,078	$40,576	5
61.0	Dean, Business	$37,622	$29,415	$41,234	11
62.0	Dean, Communications	$31,839	$31,250	$34,386	5
63.0	Dean, Continuing Education	$38,325	$29,254	$43,205	9
69.0	Dean, Fine Arts	$40,634	$29,773	$45,403	5
71.0	Dean, Health Related Professions	$34,386	$31,815	$39,434	8
73.0	Dean, Humanities	$31,440	$29,318	$40,899	9
74.0	Dean, Instruction	$36,322	$35,000	$38,490	5
77.0	Dean, Mathematics	$32,416	$27,223	$42,692	5
80.0	Dean, Nursing	$29,014	$25,535	$46,080	6
81.0	Dean, Occupation Studies/Vocational Education/Technology	$37,505	$29,896	$41,562	16
84.0	Dean, Sciences	$35,692	$31,635	$40,899	10
85.0	Dean, Social Sciences	$35,142	$28,374	$46,080	7

Table 48
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 499 or less. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$28,000	$25,000	$32,182	27
4.0	Chief Academic Officer	$20,795	$18,500	$24,960	24
5.0	Chief Business Officer	$16,000	$12,000	$24,000	23
6.0	Chief Student Affairs Officer	$18,365	$15,000	$21,400	19
7.0	Chief Development Officer	$22,915	$16,601	$27,924	16
8.0	Chief Public Relations Officer	$10,522	$8,340	$15,000	12
14.0	Registrar	$13,200	$12,100	$15,000	16
17.0	Director, Library Services	$13,800	$12,000	$17,249	26
28.0	Director, Food Services	$12,000	$9,800	$14,573	8
29.0	Director, Physical Plant	$14,100	$11,130	$19,000	11
31.0	Director, Bookstore	$8,000	$5,667	$10,200	10
36.0	Director, Admissions	$13,091	$11,700	$18,000	17
39.0	Director, Student Financial Aid	$13,020	$11,040	$15,500	17
40.0	Director, Student Placement	$12,218	$12,000	$16,425	6
41.0	Director, Student Counseling	$12,000	$10,000	$15,660	14
44.0	Director, Student Housing	$15,550	$13,440	$18,000	5
45.0	Director, Athletics	$14,400	$11,733	$18,350	7
47.0	Director, Alumni Affairs	$13,886	$12,305	$14,400	6

Table 49
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 500 or more. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 18.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$42,000	$33,000	$48,500	18
3.0	Executive Vice President	$34,500	$26,400	$36,000	7
4.0	Chief Academic Officer	$27,000	$23,150	$30,000	16
5.0	Chief Business Officer	$23,100	$21,139	$27,850	15
6.0	Chief Student Affairs Officer	$22,577	$20,000	$29,000	14
7.0	Chief Development Officer	$20,000	$18,241	$26,800	10
8.0	Chief Public Relations Officer	$18,700	$16,020	$19,800	9
14.0	Registrar	$16,000	$15,000	$17,000	14
17.0	Director, Library Services	$18,400	$17,000	$21,799	17
18.0	Director, Computer Services	$17,952	$16,000	$20,000	9
20.0	Director, Institutional Research	$15,000	$13,500	$18,600	5
25.0	Comptroller	$18,000	$13,505	$21,221	12
28.0	Director, Food Services	$21,615	$21,333	$22,000	5
29.0	Director, Physical Plant	$18,886	$18,500	$24,807	14
30.0	Director, Purchasing	$13,000	$12,725	$13,500	5
31.0	Director, Bookstore	$10,953	$10,200	$13,210	12
32.0	Director, Campus Security	$13,600	$12,045	$17,039	6
36.0	Director, Admissions	$21,104	$17,000	$22,000	15
39.0	Director, Student Financial Aid	$14,000	$12,936	$16,656	16
40.0	Director, Student Placement	$15,500	$11,000	$17,712	8
41.0	Director, Student Counseling	$17,000	$14,000	$20,966	9
43.0	Director, Student Health Services	$15,240	$13,200	$16,989	5
44.0	Director, Student Housing	$14,400	$14,000	$18,040	6
45.0	Director, Athletics	$19,718	$17,267	$23,400	12
47.0	Director, Alumni Affairs	$15,300	$12,000	$15,700	9
63.0	Dean, Continuing Education	$23,334	$19,200	$24,000	8

Table 50
UNIVERSITIES WITH BUDGETS $7.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $7,499,999 or less. **CASES SELECTED:** 36.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$49,735	$44,300	$53,000	33
3.0	Executive Vice President	$37,500	$35,100	$41,000	13
4.0	Chief Academic Officer	$36,850	$34,500	$42,500	30
5.0	Chief Business Officer	$34,824	$30,480	$39,283	31
6.0	Chief Student Affairs Officer	$29,000	$25,900	$34,800	26
7.0	Chief Development Officer	$27,250	$24,415	$34,800	20
8.0	Chief Public Relations Officer	$20,600	$18,600	$26,000	15
9.0	Chief Planning Officer	$30,000	$24,000	$35,192	5
14.0	Registrar	$22,000	$18,000	$25,000	35
16.0	Director, Learning Resources Center	$24,642	$15,522	$30,000	7
17.0	Director, Library Services	$22,750	$19,400	$26,400	33
18.0	Director, Computer Services	$22,873	$19,760	$27,700	26
19.0	Director, Educational Media Services	$20,480	$18,440	$23,345	9
20.0	Director, Institutional Research	$25,000	$21,000	$30,872	10
22.0	Administrator, Grants and Contracts	$27,000	$21,702	$30,000	6
25.0	Comptroller	$24,000	$20,400	$27,000	25
27.0	Bursar	$13,500	$11,400	$19,978	6
28.0	Director, Food Services	$20,160	$17,600	$22,500	7
29.0	Director, Physical Plant	$24,000	$20,880	$27,600	31
30.0	Director, Purchasing	$19,205	$16,596	$21,925	17
31.0	Director, Bookstore	$14,250	$12,220	$16,530	24
32.0	Director, Campus Security	$15,600	$14,000	$18,350	17
35.0	Director, Auxiliary Services	$25,200	$18,000	$40,300	7
36.0	Director, Admissions	$23,820	$19,500	$26,625	27
37.0	Director, Foreign Students	$20,400	$19,112	$24,000	5
39.0	Director, Student Financial Aid	$18,192	$14,300	$22,428	30
40.0	Director, Student Placement	$18,043	$14,000	$21,800	22
41.0	Director, Student Counseling	$23,000	$18,660	$25,450	15
42.0	Director, Student Union	$18,750	$15,000	$23,556	8
43.0	Director, Student Health Services	$17,825	$12,000	$18,612	7
44.0	Director, Student Housing	$14,571	$14,000	$19,000	13
45.0	Director, Athletics	$26,000	$23,600	$29,000	22
46.0	Director, Campus Recreation/Intramurals	$22,100	$16,920	$31,964	5
47.0	Director, Alumni Affairs	$18,441	$14,500	$22,556	18
48.0	Director, Information Office	$17,038	$14,000	$24,000	11
49.0	Director, Community Services	$20,500	$18,800	$28,000	5
53.0	Director, Personnel and Affirmative Action	$19,500	$15,000	$21,500	8
60.0	Dean, Arts and Sciences	$30,000	$25,672	$35,000	12
61.0	Dean, Business	$29,694	$25,672	$34,300	16
63.0	Dean, Continuing Education	$23,520	$22,670	$26,600	9
65.0	Dean, Education	$30,480	$25,200	$33,500	12
69.0	Dean, Fine Arts	$26,800	$20,000	$41,200	7
70.0	Dean, Graduate Programs	$31,900	$30,000	$41,150	8
79.0	Dean, Music	$26,953	$24,000	$29,000	5
80.0	Dean, Nursing	$27,400	$25,433	$28,320	8
84.0	Dean, Sciences	$29,000	$26,300	$29,430	8
85.0	Dean, Social Sciences	$26,644	$25,200	$28,337	8

Table 51
UNIVERSITIES WITH BUDGETS $7.5-14.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $7,500,000 thru $14,999,999. **CASES SELECTED:** 62.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$54,000	$47,900	$58,000	58
3.0	Executive Vice President	$40,076	$31,560	$42,563	20
4.0	Chief Academic Officer	$41,952	$38,123	$45,000	49
5.0	Chief Business Officer	$39,585	$34,004	$43,735	56
6.0	Chief Student Affairs Officer	$31,750	$28,000	$36,180	57
7.0	Chief Development Officer	$34,207	$29,636	$39,660	34
8.0	Chief Public Relations Officer	$25,500	$19,300	$29,050	28
9.0	Chief Planning Officer	$30,000	$23,480	$37,500	14
10.0	Director, Personnel/Human Resources	$21,910	$18,000	$25,000	35
12.0	Chief Budgeting Officer	$25,050	$22,440	$33,800	22
13.0	Director, Legal Services	$25,215	$20,181	$32,000	7
14.0	Registrar	$23,621	$20,587	$28,750	55
15.0	Director, Church Relations	$23,000	$18,300	$23,481	5
16.0	Director, Learning Resources Center	$25,225	$19,200	$31,000	9
17.0	Director, Library Services	$28,000	$23,380	$30,000	56
18.0	Director, Computer Services	$27,380	$24,000	$31,386	53
19.0	Director, Educational Media Services	$19,170	$15,600	$24,000	21
20.0	Director, Institutional Research	$27,506	$19,500	$30,950	24
21.0	Director, Special and Deferred Gifts	$25,380	$23,600	$27,410	16
22.0	Administrator, Grants and Contracts	$20,664	$16,854	$30,474	19
23.0	Director, Affirmative Action/Equal Employment	$25,775	$18,462	$30,225	19
25.0	Comptroller	$27,000	$23,650	$31,300	41
26.0	Director, Internal Audit	$20,056	$16,242	$23,480	11
27.0	Bursar	$19,627	$17,758	$21,707	17
28.0	Director, Food Services	$22,000	$19,250	$25,000	17
29.0	Director, Physical Plant	$25,000	$22,111	$29,900	58
30.0	Director, Purchasing	$17,780	$15,600	$20,900	38
31.0	Director, Bookstore	$17,000	$15,275	$18,500	43
32.0	Director, Campus Security	$18,300	$15,900	$20,730	49
34.0	Director, News Bureau	$16,800	$13,750	$21,562	13
35.0	Director, Auxiliary Services	$22,500	$20,292	$26,750	11
36.0	Director, Admissions	$24,300	$22,000	$26,400	40
37.0	Director, Foreign Students	$18,500	$17,580	$21,840	17
39.0	Director, Student Financial Aid	$21,800	$19,860	$24,693	53
40.0	Director, Student Placement	$20,450	$17,440	$23,000	50
41.0	Director, Student Counseling	$24,200	$20,339	$25,329	47
42.0	Director, Student Union	$19,750	$15,256	$22,244	31
43.0	Director, Student Health Services	$20,000	$15,000	$32,000	27
44.0	Director, Student Housing	$19,163	$15,700	$21,341	47
45.0	Director, Athletics	$29,000	$25,500	$33,200	46
46.0	Director, Campus Recreation/Intramurals	$16,000	$14,300	$18,644	14
47.0	Director, Alumni Affairs	$19,680	$16,500	$22,000	40
48.0	Director, Information Office	$20,400	$18,340	$23,400	27
49.0	Director, Community Services	$25,560	$23,400	$31,208	10
52.0	Chief Development and Public Relations Officer	$30,800	$30,000	$35,000	13
53.0	Director, Personnel and Affirmative Action	$20,250	$18,000	$23,700	13
54.0	Director, Admissions and Financial Aid	$25,000	$23,516	$30,200	6
58.0	Dean, Agriculture	$37,000	$30,458	$40,500	9
60.0	Dean, Arts and Sciences	$34,464	$32,000	$38,000	41
61.0	Dean, Business	$36,350	$32,491	$39,425	46
63.0	Dean, Continuing Education	$28,000	$24,090	$32,390	23
65.0	Dean, Education	$35,218	$30,458	$38,500	32
66.0	Dean, Engineering	$36,496	$35,719	$40,000	12
69.0	Dean, Fine Arts	$30,458	$28,250	$35,000	10
70.0	Dean, Graduate Programs	$33,200	$31,170	$36,389	29
73.0	Dean, Humanities	$31,375	$27,777	$36,535	10
75.0	Dean, Law	$49,500	$47,000	$54,000	10
77.0	Dean, Mathematics	$34,011	$30,050	$36,480	7
79.0	Dean, Music	$33,600	$26,600	$37,800	7
80.0	Dean, Nursing	$31,872	$27,384	$35,600	15
81.0	Dean, Occupation Studies/Vocational Education/Technology	$30,100	$26,765	$35,000	6
84.0	Dean, Sciences	$32,904	$30,050	$38,100	10
85.0	Dean, Social Sciences	$34,334	$27,450	$36,267	7

Table 52
UNIVERSITIES WITH BUDGETS $15-29.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $15,000,000 thru $29,999,999. **CASES SELECTED:** 89.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,500	$53,900	$61,278	8
2.0	Chief Executive Officer, Single Institution	$54,000	$49,434	$59,400	81
3.0	Executive Vice President	$43,450	$38,772	$46,200	18
4.0	Chief Academic Officer	$45,360	$42,350	$48,900	82
5.0	Chief Business Officer	$40,800	$38,068	$45,000	80
6.0	Chief Student Affairs Officer	[illegible]7,500	$34,160	$39,187	84
7.0	Chief Development Officer	[illegible],500	$29,372	$42,500	44
8.0	Chief Public Relations Officer	$29,328	$24,550	$33,883	52
9.0	Chief Planning Officer	$35,000	$32,910	$42,000	22
10.0	Director, Personnel/Human Resources	$25,296	$21,600	$28,376	59
12.0	Chief Budgeting Officer	$28,300	$25,334	$32,572	43
13.0	Director, Legal Services	$33,216	$26,500	$34,680	15
14.0	Registrar	$26,153	$24,200	$30,000	82
15.0	Director, Church Relations	$26,650	$23,940	$26,820	5
16.0	Director, Learning Resources Center	$26,000	$21,146	$31,500	21
17.0	Director, Library Services	$33,345	$28,600	$36,194	80
18.0	Director, Computer Services	$29,900	$26,700	$33,000	75
19.0	Director, Educational Media Services	$21,542	$19,150	$26,233	35
20.0	Director, Institutional Research	$28,300	$24,000	$32,020	53
21.0	Director, Special and Deferred Gifts	$26,200	$21,580	$32,000	20
22.0	Administrator, Grants and Contracts	$25,282	$20,040	$30,500	44
23.0	Director, Affirmative Action/Equal Employment	$24,460	$20,865	$28,000	46
25.0	Comptroller	$29,000	$26,400	$32,500	72
26.0	Director, Internal Audit	$21,008	$18,804	$25,050	40
27.0	Bursar	$18,300	$16,500	$23,220	29
28.0	Director, Food Services	$24,206	$22,054	$26,000	29
29.0	Director, Physical Plant	$29,683	$26,000	$33,000	83
30.0	Director, Purchasing	$21,320	$18,362	$24,461	69
31.0	Director, Bookstore	$20,442	$17,820	$24,684	59
32.0	Director, Campus Security	$19,980	$16,800	$23,556	76
33.0	Director, Information Systems	$28,960	$26,800	$31,350	19
34.0	Director, News Bureau	$19,000	$16,600	$20,412	25
35.0	Director, Auxiliary Services	$25,730	$19,600	$28,626	27
36.0	Director, Admissions	$25,664	$23,800	$30,000	73
37.0	Director, Foreign Students	$19,710	$17,000	$23,894	27
38.0	Director, International Studies Education	$27,797	$25,961	$28,600	9
39.0	Director, Student Financial Aid	$23,220	$20,425	$26,200	87
40.0	Director, Student Placement	$23,736	$19,812	$26,544	75
41.0	Director, Student Counseling	$25,557	$23,052	$29,808	69
42.0	Director, Student Union	$23,800	$19,396	$26,640	59
43.0	Director, Student Health Services	$23,340	$18,340	$45,100	46
44.0	Director, Student Housing	$21,800	$18,148	$24,624	68
45.0	Director, Athletics	$30,764	$28,011	$34,560	73
46.0	Director, Campus Recreation/Intramurals	$18,000	$15,640	$21,013	42
47.0	Director, Alumni Affairs	$21,375	$18,000	$24,800	62
48.0	Director, Information Office	$22,302	$20,900	$26,403	35
49.0	Director, Community Services	$25,200	$21,458	$29,025	15
51.0	Chief Planning and Budget Officer	$38,500	$37,100	$39,000	5
52.0	Chief Development and Public Relations Officer	$36,771	$34,380	$40,700	18
53.0	Director, Personnel and Affirmative Action	$24,750	$21,258	$30,911	17
54.0	Director, Admissions and Financial Aid	$32,000	$30,250	$36,600	5
56.0	Director, Development and Alumni Affairs	$27,000	$21,525	$31,200	10
58.0	Dean, Agriculture	$37,615	$36,760	$39,500	9
59.0	Dean, Arts and Letters	$39,000	$37,500	$40,810	17
60.0	Dean, Arts and Sciences	$40,000	$37,000	$43,450	55
61.0	Dean, Business	$40,000	$37,500	$43,600	73
62.0	Dean, Communications	$37,836	$34,144	$39,000	10
63.0	Dean, Continuing Education	$33,760	$29,705	$37,000	55
65.0	Dean, Education	$37,800	$35,540	$41,704	62
66.0	Dean, Engineering	$43,300	$35,755	$46,980	28
68.0	Dean, Extension	$35,262	$34,008	$40,000	5
69.0	Dean, Fine Arts	$36,785	$34,825	$42,000	20
70.0	Dean, Graduate Programs	$38,441	$36,000	$39,855	61
71.0	Dean, Health Related Professions	$38,376	$36,949	$41,770	10
72.0	Dean, Home Economics	$29,975	$26,484	$31,577	9
73.0	Dean, Humanities	$36,610	$29,929	$40,933	17
75.0	Dean, Law	$53,800	$46,116	$60,000	19
77.0	Dean, Mathematics	$31,104	$29,000	$39,067	8
79.0	Dean, Music	$33,604	$31,284	$36,725	9
80.0	Dean, Nursing	$36,336	$33,768	$40,000	29
81.0	Dean, Occupation Studies/Vocational Education/Technology	$38,000	$34,008	$39,160	15
82.0	Dean, Pharmacy	$37,393	$35,800	$42,330	5
84.0	Dean, Sciences	$37,800	$35,554	$41,000	27
85.0	Dean, Social Sciences	$33,250	$29,326	$36,610	9
86.0	Dean, Social Work	$33,255	$25,700	$40,000	7

Table 53
UNIVERSITIES WITH BUDGETS $30-49.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $30,000,000 thru $49,999,999. **CASES SELECTED:** 69.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,530	$57,000	$61,000	9
2.0	Chief Executive Officer, Single Institution	$62,000	$57,000	$70,000	58
3.0	Executive Vice President	$51,700	$49,500	$60,000	16
4.0	Chief Academic Officer	$50,270	$46,000	$54,700	64
5.0	Chief Business Officer	$47,280	$41,602	$54,000	63
6.0	Chief Student Affairs Officer	$39,890	$36,000	$43,560	65
7.0	Chief Development Officer	$38,004	$35,000	$43,000	37
8.0	Chief Public Relations Officer	$36,660	$30,732	$41,000	37
9.0	Chief Planning Officer	$40,802	$32,000	$46,000	23
10.0	Director, Personnel/Human Resources	$29,736	$25,305	$32,163	51
11.0	Chief Health Professions Officer	$73,622	$49,000	$76,794	10
12.0	Chief Budgeting Officer	$35,268	$27,996	$40,320	42
13.0	Director, Legal Services	$35,000	$28,500	$38,508	20
14.0	Registrar	$29,045	$24,800	$34,750	63
15.0	Director, Church Relations	$16,500	$16,000	$21,005	7
16.0	Director, Learning Resources Center	$27,574	$22,800	$34,548	18
17.0	Director, Library Services	$35,500	$32,163	$39,481	63
18.0	Director, Computer Services	$34,905	$30,601	$39,708	59
19.0	Director, Educational Media Services	$26,038	$22,000	$29,158	24
20.0	Director, Institutional Research	$32,500	$29,412	$38,400	41
21.0	Director, Special and Deferred Gifts	$26,400	$25,188	$32,000	25
22.0	Administrator, Grants and Contracts	$28,600	$23,195	$34,500	50
23.0	Director, Affirmative Action/Equal Employment	$25,698	$20,900	$28,600	42
24.0	Director, Employee Training	$17,364	$16,040	$20,355	7
25.0	Comptroller	$35,832	$30,600	$39,250	53
26.0	Director, Internal Audit	$25,416	$21,300	$28,000	39
27.0	Bursar	$24,400	$20,352	$30,000	32
28.0	Director, Food Services	$25,585	$22,644	$28,944	31
29.0	Director, Physical Plant	$34,000	$29,556	$36,614	67
30.0	Director, Purchasing	$24,762	$21,937	$27,350	63
31.0	Director, Bookstore	$23,970	$21,000	$26,103	56
32.0	Director, Campus Security	$24,000	$21,420	$26,697	66
33.0	Director, Information Systems	$34,000	$28,116	$37,000	28
34.0	Director, News Bureau	$22,700	$17,820	$25,200	25
35.0	Director, Auxiliary Services	$32,538	$27,132	$36,000	37
36.0	Director, Admissions	$29,150	$26,200	$34,400	59
37.0	Director, Foreign Students	$20,000	$17,990	$22,618	32
38.0	Director, International Studies Education	$39,670	$31,277	$40,900	9
39.0	Director, Student Financial Aid	$26,008	$23,400	$28,000	65
40.0	Director, Student Placement	$25,200	$21,192	$29,400	62
41.0	Director, Student Counseling	$28,013	$24,000	$31,608	59
42.0	Director, Student Union	$25,551	$21,715	$27,996	54
43.0	Director, Student Health Services	$41,004	$21,051	$46,450	45
44.0	Director, Student Housing	$23,027	$20,710	$26,657	51
45.0	Director, Athletics	$35,830	$30,800	$39,141	63
46.0	Director, Campus Recreation/Intramurals	$22,160	$19,560	$26,000	35
47.0	Director, Alumni Affairs	$24,000	$21,128	$29,800	58
48.0	Director, Information Office	$27,312	$23,540	$30,000	35
49.0	Director, Community Services	$25,670	$23,760	$32,000	14
51.0	Chief Planning and Budget Officer	$39,732	$24,500	$49,000	7
52.0	Chief Development and Public Relations Officer	$43,680	$38,600	$51,700	15
53.0	Director, Personnel and Affirmative Action	$34,657	$28,872	$37,767	14
54.0	Director, Admissions and Financial Aid	$33,583	$29,400	$37,605	5
55.0	Director, Housing and Food Services	$31,746	$30,500	$34,059	5
56.0	Director, Development and Alumni Affairs	$30,450	$29,500	$35,750	9
57.0	Dean, Architecture	$43,000	$40,850	$46,500	6
58.0	Dean, Agriculture	$45,075	$35,101	$52,248	7
59.0	Dean, Arts and Letters	$43,000	$41,280	$46,676	9
60.0	Dean, Arts and Sciences	$44,000	$40,000	$49,400	51
61.0	Dean, Business	$45,500	$42,500	$49,992	61
63.0	Dean, Continuing Education	$36,192	$32,036	$40,000	44
64.0	Dean, Dentistry	$57,700	$55,750	$62,000	5
65.0	Dean, Education	$43,387	$38,760	$46,000	54
66.0	Dean, Engineering	$47,000	$40,874	$53,500	30
68.0	Dean, Extension	$36,700	$33,000	$43,120	8
69.0	Dean, Fine Arts	$40,800	$38,760	$43,600	14
70.0	Dean, Graduate Programs	$41,880	$38,210	$45,000	51
71.0	Dean, Health Related Professions	$38,270	$30,760	$46,104	16
72.0	Dean, Home Economics	$41,600	$36,901	$42,780	8
73.0	Dean, Humanities	$42,000	$35,800	$44,000	11
75.0	Dean, Law	$56,100	$52,000	$58,000	23
76.0	Dean, Library and Information Sciences	$38,316	$31,471	$39,112	11
77.0	Dean, Mathematics	$34,405	$24,500	$35,000	5
78.0	Dean, Medicine	$67,300	$64,500	$81,000	6
79.0	Dean, Music	$40,075	$35,101	$44,750	12
80.0	Dean, Nursing	$40,273	$34,800	$43,450	30
81.0	Dean, Occupation Studies/Vocational Education/Technology	$41,280	$38,570	$43,900	10
82.0	Dean, Pharmacy	$47,055	$42,000	$48,500	6
84.0	Dean, Sciences	$48,843	$41,600	$53,190	13
85.0	Dean, Social Sciences	$41,280	$28,500	$47,160	8
86.0	Dean, Social Work	$40,000	$27,950	$45,678	7
87.0	Dean, Special Programs	$24,727	$22,800	$30,708	6
88.0	Dean, Undergraduate Programs	$35,688	$33,000	$39,200	8

Table 54
UNIVERSITIES WITH BUDGETS $50-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $50,000,000 or more. **CASES SELECTED:** 156.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$68,625	$61,000	$78,000	47
2.0	Chief Executive Officer, Single Institution	$66,780	$60,228	$75,000	106
3.0	Executive Vice President	$59,000	$51,072	$68,000	51
4.0	Chief Academic Officer	$57,000	$52,000	$62,000	130
5.0	Chief Business Officer	$52,500	$48,360	$58,000	131
6.0	Chief Student Affairs Officer	$46,500	$43,000	$51,000	125
7.0	Chief Development Officer	$45,700	$38,300	$54,755	89
8.0	Chief Public Relations Officer	$40,000	$34,000	$46,272	101
9.0	Chief Planning Officer	$44,500	$34,428	$50,000	64
10.0	Director, Personnel/Human Resources	$37,000	$32,400	$42,000	139
11.0	Chief Health Professions Officer	$65,000	$57,500	$73,575	43
12.0	Chief Budgeting Officer	$36,890	$33,250	$43,200	107
13.0	Director, Legal Services	$41,995	$34,500	$49,608	87
14.0	Registrar	$33,000	$28,800	$37,200	127
15.0	Director, Church Relations	$30,779	$28,000	$34,822	7
16.0	Director, Learning Resources Center	$35,074	$27,554	$40,300	48
17.0	Director, Library Services	$44,016	$40,150	$48,800	125
18.0	Director, Computer Services	$41,000	$36,000	$45,000	125
19.0	Director, Educational Media Services	$30,000	$27,252	$36,800	58
20.0	Director, Institutional Research	$34,725	$30,000	$40,300	98
21.0	Director, Special and Deferred Gifts	$32,500	$27,207	$39,400	45
22.0	Administrator, Grants and Contracts	$35,600	$31,144	$40,100	124
23.0	Director, Affirmative Action/Equal Employment	$30,000	$25,380	$36,100	123
24.0	Director, Employee Training	$25,089	$20,856	$29,000	58
25.0	Comptroller	$39,300	$35,425	$45,000	127
26.0	Director, Internal Audit	$30,000	$27,300	$35,040	108
27.0	Bursar	$26,990	$22,480	$30,576	63
28.0	Director, Food Services	$30,108	$27,326	$34,853	75
29.0	Director, Physical Plant	$37,900	$34,700	$43,312	136
30.0	Director, Purchasing	$30,611	$26,684	$35,000	133
31.0	Director, Bookstore	$26,604	$23,525	$30,498	97
32.0	Director, Campus Security	$29,900	$25,750	$35,000	126
33.0	Director, Information Systems	$38,000	$33,300	$43,900	79
34.0	Director, News Bureau	$27,480	$24,600	$32,500	54
35.0	Director, Auxiliary Services	$34,750	$31,976	$41,425	72
36.0	Director, Admissions	$32,644	$29,348	$37,400	116
37.0	Director, Foreign Students	$23,400	$20,500	$28,884	70
38.0	Director, International Studies Education	$34,540	$29,150	$43,000	38
39.0	Director, Student Financial Aid	$29,600	$27,132	$34,000	130
40.0	Director, Student Placement	$27,739	$24,195	$32,100	120
41.0	Director, Student Counseling	$32,548	$28,679	$37,860	115
42.0	Director, Student Union	$29,300	$26,000	$34,620	96
43.0	Director, Student Health Services	$48,700	$42,470	$55,959	118
44.0	Director, Student Housing	$28,866	$24,975	$34,717	101
45.0	Director, Athletics	$42,500	$37,500	$49,405	117
46.0	Director, Campus Recreation/Intramurals	$26,105	$22,383	$30,000	74
47.0	Director, Alumni Affairs	$29,667	$25,104	$35,442	98
48.0	Director, Information Office	$31,208	$27,000	$36,000	82
49.0	Director, Community Services	$31,816	$23,400	$40,080	30
50.0	Administrator, Hospital Medical Center	$59,500	$44,700	$69,000	34
51.0	Chief Planning and Budget Officer	$49,188	$38,400	$57,000	30
52.0	Chief Development and Public Relations Officer	$50,400	$40,400	$57,000	23
53.0	Director, Personnel and Affirmative Action	$40,500	$32,000	$42,510	8
54.0	Director, Admissions and Financial Aid	$39,300	$31,716	$44,000	16
55.0	Director, Housing and Food Services	$34,956	$32,100	$39,500	29
56.0	Director, Development and Alumni Affairs	$40,660	$33,300	$49,405	14
57.0	Dean, Architecture	$47,520	$44,000	$51,250	42
58.0	Dean, Agriculture	$52,621	$46,550	$56,000	45
59.0	Dean, Arts and Letters	$49,300	$45,348	$51,775	12
60.0	Dean, Arts and Sciences	$51,429	$47,000	$56,800	85
61.0	Dean, Business	$50,760	$47,000	$56,250	110
62.0	Dean, Communications	$45,825	$42,480	$47,307	29
63.0	Dean, Continuing Education	$43,800	$38,600	$46,855	90
64.0	Dean, Dentistry	$61,822	$59,200	$72,317	30
65.0	Dean, Education	$48,300	$45,000	$52,235	104
66.0	Dean, Engineering	$52,900	$47,592	$58,800	96
67.0	Dean, Experimental Programs	$47,500	$36,000	$50,112	9
68.0	Dean, Extension	$45,958	$39,161	$51,672	33
69.0	Dean, Fine Arts	$47,000	$43,600	$50,220	46
70.0	Dean, Graduate Programs	$48,700	$44,244	$55,000	108
71.0	Dean, Health Related Professions	$47,100	$41,772	$56,080	32
72.0	Dean, Home Economics	$47,500	$43,140	$52,200	32
73.0	Dean, Humanities	$48,800	$44,236	$55,000	25
75.0	Dean, Law	$59,300	$52,500	$65,000	66
76.0	Dean, Library and Information Sciences	$42,500	$40,110	$48,800	36
77.0	Dean, Mathematics	$46,000	$42,200	$53,333	20
78.0	Dean, Medicine	$77,652	$68,222	$94,000	53
79.0	Dean, Music	$44,625	$35,500	$51,500	28
80.0	Dean, Nursing	$45,500	$42,500	$50,490	61
81.0	Dean, Occupation Studies/Vocational Education/Technology	$45,275	$40,900	$48,528	14
82.0	Dean, Pharmacy	$53,000	$49,910	$55,600	36
83.0	Dean, Public Health	$57,452	$49,300	$73,000	8
84.0	Dean, Sciences	$51,818	$45,348	$55,200	31
85.0	Dean, Social Sciences	$49,300	$38,000	$56,300	23
86.0	Dean, Social Work	$46,999	$43,083	$52,000	46
87.0	Dean, Special Programs	$30,000	$29,500	$49,963	6
88.0	Dean, Undergraduate Programs	$43,600	$38,450	$47,524	25
89.0	Dean, Veterinary Medicine	$56,000	$51,504	$60,000	25

Table 55
4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$28,000	$24,000	$32,500	27
3.0	Executive Vice President	$21,000	$20,000	$23,613	8
4.0	Chief Academic Officer	$21,243	$17,500	$23,500	27
5.0	Chief Business Officer	$17,000	$15,600	$20,570	20
6.0	Chief Student Affairs Officer	$16,200	$13,000	$18,700	21
7.0	Chief Development Officer	$15,566	$14,400	$21,000	12
8.0	Chief Public Relations Officer	$13,000	$10,939	$17,500	10
14.0	Registrar	$12,000	$10,800	$14,360	24
17.0	Director, Library Services	$13,933	$11,853	$16,308	24
25.0	Comptroller	$11,500	$10,000	$12,792	5
28.0	Director, Food Services	$11,652	$9,245	$16,909	9
29.0	Director, Physical Plant	$13,154	$12,000	$16,500	13
31.0	Director, Bookstore	$7,581	$5,040	$12,000	11
36.0	Director, Admissions	$13,447	$12,050	$15,000	13
39.0	Director, Student Financial Aid	$11,832	$9,299	$12,500	17
41.0	Director, Student Counseling	$14,412	$8,400	$16,500	7
45.0	Director, Athletics	$13,000	$12,000	$13,447	9
47.0	Director, Alumni Affairs	$11,580	$8,266	$11,743	5

Table 56
4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 47.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$33,000	$28,200	$40,000	43
3.0	Executive Vice President	$22,000	$20,570	$27,000	5
4.0	Chief Academic Officer	$25,928	$21,505	$28,896	44
5.0	Chief Business Officer	$22,500	$19,000	$25,000	44
6.0	Chief Student Affairs Officer	$18,600	$16,275	$20,532	40
7.0	Chief Development Officer	$21,000	$19,000	$25,000	32
8.0	Chief Public Relations Officer	$15,100	$14,000	$17,600	19
9.0	Chief Planning Officer	$18,062	$17,392	$21,166	6
10.0	Director, Personnel/Human Resources	$12,000	$11,000	$14,900	5
14.0	Registrar	$15,000	$13,000	$17,017	40
16.0	Director, Learning Resources Center	$15,000	$14,781	$17,306	6
17.0	Director, Library Services	$16,000	$14,000	$19,435	43
18.0	Director, Computer Services	$17,600	$14,500	$18,000	8
20.0	Director, Institutional Research	$16,000	$12,727	$18,900	6
22.0	Administrator, Grants and Contracts	$14,000	$11,840	$16,000	5
25.0	Comptroller	$16,000	$12,527	$19,554	16
27.0	Bursar	$13,000	$10,022	$14,000	6
28.0	Director, Food Services	$14,000	$12,600	$15,000	16
29.0	Director, Physical Plant	$16,200	$14,100	$18,990	34
30.0	Director, Purchasing	$13,240	$10,145	$13,600	5
31.0	Director, Bookstore	$10,200	$9,000	$11,545	32
32.0	Director, Campus Security	$9,500	$7,800	$11,000	8
36.0	Director, Admissions	$16,840	$15,000	$19,000	38
39.0	Director, Student Financial Aid	$13,000	$11,457	$16,400	39
40.0	Director, Student Placement	$13,671	$11,592	$15,884	20
41.0	Director, Student Counseling	$14,000	$8,500	$21,333	12
43.0	Director, Student Health Services	$12,000	$6,970	$15,350	10
44.0	Director, Student Housing	$14,400	$10,900	$15,696	11
45.0	Director, Athletics	$16,000	$14,600	$20,000	25
47.0	Director, Alumni Affairs	$13,125	$9,900	$15,000	19
48.0	Director, Information Office	$12,500	$10,610	$19,604	7
52.0	Chief Development and Public Relations Officer	$24,000	$18,200	$26,000	5
61.0	Dean, Business	$19,000	$18,133	$24,735	6
63.0	Dean, Continuing Education	$18,000	$15,500	$26,500	7
65.0	Dean, Education	$21,930	$17,000	$26,315	10
73.0	Dean, Humanities	$18,500	$18,000	$27,839	6
84.0	Dean, Sciences	$24,333	$18,000	$27,826	8
85.0	Dean, Social Sciences	$18,000	$16,100	$24,047	8

Table 57
4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 158.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,127	$34,000	$46,420	154
3.0	Executive Vice President	$30,000	$27,000	$34,720	36
4.0	Chief Academic Officer	$30,000	$26,500	$33,220	145
5.0	Chief Business Officer	$27,500	$23,600	$30,186	146
6.0	Chief Student Affairs Officer	$22,040	$19,980	$25,081	149
7.0	Chief Development Officer	$27,000	$23,000	$30,300	106
8.0	Chief Public Relations Officer	$16,000	$13,430	$19,125	89
9.0	Chief Planning Officer	$24,140	$18,200	$28,500	23
10.0	Director, Personnel/Human Resources	$17,000	$13,685	$20,750	22
11.0	Chief Health Professions Officer	$20,475	$19,800	$27,000	6
12.0	Chief Budgeting Officer	$20,760	$18,000	$27,072	6
14.0	Registrar	$17,325	$14,566	$20,346	148
15.0	Director, Church Relations	$16,000	$13,050	$20,500	34
16.0	Director, Learning Resources Center	$16,717	$14,175	$18,500	28
17.0	Director, Library Services	$18,993	$17,000	$21,683	145
18.0	Director, Computer Services	$18,800	$16,000	$23,102	76
19.0	Director, Educational Media Services	$14,238	$12,720	$17,730	37
20.0	Director, Institutional Research	$17,000	$15,337	$22,567	30
21.0	Director, Special and Deferred Gifts	$19,974	$17,900	$22,800	30
22.0	Administrator, Grants and Contracts	$19,681	$16,200	$21,945	24
23.0	Director, Affirmative Action/Equal Employment	$14,900	$10,000	$20,750	10
25.0	Comptroller	$19,000	$15,443	$22,664	80
27.0	Bursar	$14,004	$13,200	$16,200	18
28.0	Director, Food Services	$18,000	$15,700	$21,011	34
29.0	Director, Physical Plant	$18,210	$16,200	$21,280	144
30.0	Director, Purchasing	$14,300	$10,850	$16,066	28
31.0	Director, Bookstore	$10,900	$9,648	$13,000	105
32.0	Director, Campus Security	$12,700	$10,500	$14,300	47
33.0	Director, Information Systems	$12,500	$11,000	$16,000	8
34.0	Director, News Bureau	$12,320	$11,367	$16,650	16
35.0	Director, Auxiliary Services	$15,550	$14,000	$21,645	7
36.0	Director, Admissions	$20,000	$16,500	$23,150	124
37.0	Director, Foreign Students	$15,254	$13,333	$18,000	8
39.0	Director, Student Financial Aid	$15,000	$13,000	$17,325	146
40.0	Director, Student Placement	$15,000	$13,416	$17,240	95
41.0	Director, Student Counseling	$16,500	$14,100	$19,200	72
42.0	Director, Student Union	$14,650	$11,700	$18,050	39
43.0	Director, Student Health Services	$12,533	$9,800	$15,408	52
44.0	Director, Student Housing	$13,200	$12,000	$15,291	68
45.0	Director, Athletics	$20,800	$16,267	$23,333	85
46.0	Director, Campus Recreation/Intramurals	$13,200	$10,800	$15,876	16
47.0	Director, Alumni Affairs	$14,591	$12,475	$16,800	100
48.0	Director, Information Office	$14,750	$12,408	$16,850	24
49.0	Director, Community Services	$18,400	$14,000	$22,249	10
51.0	Chief Planning and Budget Officer	$29,660	$29,000	$29,775	5
52.0	Chief Development and Public Relations Officer	$24,760	$21,795	$28,320	17
53.0	Director, Personnel and Affirmative Action	$16,200	$14,400	$17,964	13
54.0	Director, Admissions and Financial Aid	$23,000	$19,500	$25,531	13
56.0	Director, Development and Alumni Affairs	$24,385	$19,390	$30,000	11
59.0	Dean, Arts and Letters	$25,000	$20,600	$27,474	9
61.0	Dean, Business	$26,073	$20,400	$32,609	26
63.0	Dean, Continuing Education	$21,622	$17,320	$25,000	36
65.0	Dean, Education	$25,733	$20,667	$29,694	29
69.0	Dean, Fine Arts	$23,600	$19,300	$30,000	15
70.0	Dean, Graduate Programs	$24,000	$21,592	$26,691	13
71.0	Dean, Health Related Professions	$20,667	$19,600	$20,898	5
73.0	Dean, Humanities	$22,200	$18,540	$28,189	23
77.0	Dean, Mathematics	$23,447	$18,000	$45,500	7
79.0	Dean, Music	$17,797	$17,667	$29,900	6
80.0	Dean, Nursing	$25,308	$21,400	$33,680	15
81.0	Dean, Occupation Studies/Vocational Education/Technology	$27,000	$22,260	$31,615	7
84.0	Dean, Sciences	$25,833	$21,067	$30,244	27
85.0	Dean, Social Sciences	$21,600	$20,000	$29,003	26
87.0	Dean, Special Programs	$18,000	$16,029	$25,750	9

Table 58
4-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 199.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$48,700	$43,450	$53,500	195
3.0	Executive Vice President	$35,425	$30,000	$41,700	53
4.0	Chief Academic Officer	$35,926	$31,700	$40,000	189
5.0	Chief Business Officer	$34,500	$30,000	$39,000	190
6.0	Chief Student Affairs Officer	$27,900	$24,200	$31,600	190
7.0	Chief Development Officer	$30,000	$26,900	$34,800	134
8.0	Chief Public Relations Officer	$20,350	$17,562	$23,748	113
9.0	Chief Planning Officer	$28,700	$24,700	$33,404	30
10.0	Director, Personnel/Human Resources	$18,350	$15,500	$23,500	68
11.0	Chief Health Professions Officer	$19,333	$14,812	$32,000	10
12.0	Chief Budgeting Officer	$25,000	$18,318	$28,500	29
13.0	Director, Legal Services	$32,000	$25,000	$35,000	7
14.0	Registrar	$21,052	$17,655	$24,372	192
15.0	Director, Church Relations	$20,000	$16,500	$24,412	40
16.0	Director, Learning Resources Center	$20,000	$17,920	$22,500	47
17.0	Director, Library Services	$24,490	$20,050	$28,000	184
18.0	Director, Computer Services	$22,500	$19,950	$26,100	149
19.0	Director, Educational Media Services	$18,215	$14,700	$21,594	60
20.0	Director, Institutional Research	$22,575	$19,692	$27,000	61
21.0	Director, Special and Deferred Gifts	$21,500	$17,415	$25,300	54
22.0	Administrator, Grants and Contracts	$22,000	$18,150	$26,500	31
23.0	Director, Affirmative Action/Equal Employment	$21,500	$19,066	$29,217	18
25.0	Comptroller	$24,000	$20,500	$27,073	134
26.0	Director, Internal Audit	$18,000	$15,591	$20,040	13
27.0	Bursar	$16,300	$13,750	$18,739	32
28.0	Director, Food Services	$20,300	$17,786	$23,448	47
29.0	Director, Physical Plant	$22,500	$19,170	$26,705	184
30.0	Director, Purchasing	$18,200	$14,300	$21,300	87
31.0	Director, Bookstore	$14,200	$12,265	$16,692	145
32.0	Director, Campus Security	$15,456	$13,600	$18,325	119
33.0	Director, Information Systems	$14,675	$12,800	$20,920	12
34.0	Director, News Bureau	$14,859	$12,840	$17,600	28
35.0	Director, Auxiliary Services	$20,400	$16,850	$25,128	26
36.0	Director, Admissions	$24,000	$20,000	$27,550	160
37.0	Director, Foreign Students	$16,600	$13,305	$21,380	18
38.0	Director, International Studies Education	$20,664	$17,600	$26,100	12
39.0	Director, Student Financial Aid	$19,075	$17,352	$21,280	186
40.0	Director, Student Placement	$18,019	$15,500	$20,591	158
41.0	Director, Student Counseling	$20,245	$17,000	$23,693	119
42.0	Director, Student Union	$15,800	$13,700	$19,905	95
43.0	Director, Student Health Services	$15,240	$12,620	$20,330	95
44.0	Director, Student Housing	$15,721	$13,125	$19,100	132
45.0	Director, Athletics	$25,000	$22,300	$28,305	145
46.0	Director, Campus Recreation/Intramurals	$15,870	$14,000	$18,667	44
47.0	Director, Alumni Affairs	$16,500	$13,650	$19,800	134
48.0	Director, Information Office	$18,700	$15,648	$21,030	56
49.0	Director, Community Services	$21,060	$17,184	$26,140	29
51.0	Chief Planning and Budget Officer	$28,087	$24,215	$33,600	10
52.0	Chief Development and Public Relations Officer	$32,300	$22,680	$35,424	21
53.0	Director, Personnel and Affirmative Action	$18,850	$15,800	$23,800	40
54.0	Director, Admissions and Financial Aid	$26,000	$23,500	$29,000	13
56.0	Director, Development and Alumni Affairs	$22,700	$20,000	$28,000	14
59.0	Dean, Arts and Letters	$30,218	$23,333	$35,940	10
60.0	Dean, Arts and Sciences	$32,125	$29,000	$34,600	28
61.0	Dean, Business	$30,133	$24,055	$35,000	55
62.0	Dean, Communications	$23,846	$22,000	$30,007	14
63.0	Dean, Continuing Education	$25,600	$21,000	$31,200	63
65.0	Dean, Education	$31,800	$24,650	$35,352	50
66.0	Dean, Engineering	$28,000	$26,000	$39,556	6
68.0	Dean, Extension	$25,564	$19,300	$30,000	5
69.0	Dean, Fine Arts	$26,019	$23,921	$30,350	26
70.0	Dean, Graduate Programs	$31,092	$24,000	$33,445	31
71.0	Dean, Health Related Professions	$30,545	$25,000	$35,000	11
72.0	Dean, Home Economics	$22,083	$18,667	$25,050	6
73.0	Dean, Humanities	$29,034	$23,620	$32,000	27
77.0	Dean, Mathematics	$25,560	$19,424	$30,933	18
79.0	Dean, Music	$26,182	$21,922	$33,200	14
80.0	Dean, Nursing	$30,859	$26,000	$35,970	24
81.0	Dean, Occupation Studies/Vocational Education/Technology	$33,350	$32,222	$33,500	7
84.0	Dean, Sciences	$28,630	$23,900	$35,576	42
85.0	Dean, Social Sciences	$26,680	$22,000	$32,616	38
86.0	Dean, Social Work	$22,400	$19,425	$30,794	10
87.0	Dean, Special Programs	$25,776	$22,800	$28,600	11
88.0	Dean, Undergraduate Programs	$29,058	$28,000	$32,800	6

Table 59
4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 129.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,200	$48,249	$62,932	120
3.0	Executive Vice President	$43,500	$36,056	$48,200	33
4.0	Chief Academic Officer	$42,500	$40,000	$48,000	119
5.0	Chief Business Officer	$42,280	$36,329	$47,000	123
6.0	Chief Student Affairs Officer	$34,304	$30,396	$41,000	125
7.0	Chief Development Officer	$35,000	$31,000	$41,232	80
8.0	Chief Public Relations Officer	$27,500	$23,760	$31,236	70
9.0	Chief Planning Officer	$36,000	$33,025	$39,123	27
10.0	Director, Personnel/Human Resources	$24,064	$21,000	$28,035	86
11.0	Chief Health Professions Officer	$39,588	$37,067	$46,000	8
12.0	Chief Budgeting Officer	$28,068	$23,765	$32,862	52
13.0	Director, Legal Services	$26,657	$23,765	$30,500	12
14.0	Registrar	$25,276	$21,300	$29,237	123
15.0	Director, Church Relations	$20,000	$14,775	$25,000	13
16.0	Director, Learning Resources Center	$26,130	$23,250	$30,141	32
17.0	Director, Library Services	$31,325	$27,574	$34,870	120
18.0	Director, Computer Services	$28,205	$24,950	$33,347	113
19.0	Director, Educational Media Services	$22,770	$15,540	$30,907	43
20.0	Director, Institutional Research	$27,000	$22,000	$32,668	53
21.0	Director, Special and Deferred Gifts	$24,300	$20,000	$27,500	37
22.0	Administrator, Grants and Contracts	$25,600	$20,290	$30,600	44
23.0	Director, Affirmative Action/Equal Employment	$23,663	$20,000	$27,574	53
25.0	Comptroller	$29,069	$25,000	$32,248	84
26.0	Director, Internal Audit	$21,020	$19,000	$26,976	18
27.0	Bursar	$19,000	$16,240	$22,000	42
28.0	Director, Food Services	$24,315	$21,300	$28,380	38
29.0	Director, Physical Plant	$28,069	$25,590	$32,040	119
30.0	Director, Purchasing	$20,300	$17,334	$23,765	82
31.0	Director, Bookstore	$18,360	$15,900	$21,250	70
32.0	Director, Campus Security	$20,000	$17,529	$22,950	110
33.0	Director, Information Systems	$26,500	$23,050	$30,342	29
34.0	Director, News Bureau	$17,500	$15,455	$20,652	50
35.0	Director, Auxiliary Services	$25,438	$22,000	$32,800	36
36.0	Director, Admissions	$27,500	$25,000	$30,700	119
37.0	Director, Foreign Students	$19,893	$16,550	$25,000	28
38.0	Director, International Studies Education	$26,770	$24,800	$35,100	18
39.0	Director, Student Financial Aid	$22,318	$19,700	$25,582	125
40.0	Director, Student Placement	$21,300	$18,000	$24,828	117
41.0	Director, Student Counseling	$26,202	$20,904	$30,000	99
42.0	Director, Student Union	$21,150	$16,320	$25,000	79
43.0	Director, Student Health Services	$30,500	$18,032	$39,600	79
44.0	Director, Student Housing	$18,800	$15,765	$22,500	97
45.0	Director, Athletics	$28,831	$26,000	$32,418	100
46.0	Director, Campus Recreation/Intramurals	$19,272	$14,550	$24,130	28
47.0	Director, Alumni Affairs	$22,500	$17,942	$26,291	97
48.0	Director, Information Office	$21,180	$18,175	$25,000	58
49.0	Director, Community Services	$25,175	$18,830	$32,820	16
51.0	Chief Planning and Budget Officer	$36,108	$27,991	$40,008	7
52.0	Chief Development and Public Relations Officer	$40,000	$32,453	$44,800	25
53.0	Director, Personnel and Affirmative Action	$26,030	$20,140	$28,245	28
54.0	Director, Admissions and Financial Aid	$30,000	$27,728	$35,310	6
55.0	Director, Housing and Food Services	$28,020	$26,700	$28,956	7
56.0	Director, Development and Alumni Affairs	$27,034	$22,054	$28,166	7
57.0	Dean, Architecture	$39,009	$35,139	$40,500	5
59.0	Dean, Arts and Letters	$38,259	$36,221	$42,467	6
60.0	Dean, Arts and Sciences	$38,500	$36,225	$42,465	46
61.0	Dean, Business	$40,500	$36,075	$43,151	39
62.0	Dean, Communications	$37,500	$36,260	$43,132	9
63.0	Dean, Continuing Education	$34,790	$29,060	$37,916	49
65.0	Dean, Education	$38,494	$35,190	$41,714	48
66.0	Dean, Engineering	$40,800	$37,500	$45,710	12
68.0	Dean, Extension	$30,065	$23,119	$34,800	5
69.0	Dean, Fine Arts	$36,252	$30,477	$39,101	12
70.0	Dean, Graduate Programs	$37,104	$31,114	$39,686	55
71.0	Dean, Health Related Professions	$36,083	$31,772	$40,300	11
72.0	Dean, Home Economics	$29,000	$27,740	$38,376	6
73.0	Dean, Humanities	$38,000	$30,158	$38,494	9
75.0	Dean, Law	$51,837	$47,741	$52,399	5
76.0	Dean, Library and Information Sciences	$35,160	$27,500	$38,494	7
77.0	Dean, Mathematics	$32,759	$27,451	$36,001	8
79.0	Dean, Music	$34,200	$30,300	$35,068	11
80.0	Dean, Nursing	$32,829	$30,200	$34,200	18
81.0	Dean, Occupation Studies/Vocational Education/Technology	$36,800	$32,885	$38,348	8
84.0	Dean, Sciences	$37,236	$33,000	$39,848	17
85.0	Dean, Social Sciences	$36,000	$33,000	$40,500	17
86.0	Dean, Social Work	$31,324	$28,967	$38,236	6
87.0	Dean, Special Programs	$30,396	$29,231	$36,100	6
88.0	Dean, Undergraduate Programs	$35,700	$32,100	$38,640	12

Table 60
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$28,000	$24,000	$32,500	27
3.0	Executive Vice President	$21,000	$20,000	$23,613	8
4.0	Chief Academic Officer	$21,243	$17,508	$23,500	27
5.0	Chief Business Officer	$17,000	$15,600	$20,570	20
6.0	Chief Student Affairs Officer	$16,200	$13,000	$18,700	21
7.0	Chief Development Officer	$15,566	$14,400	$21,000	12
8.0	Chief Public Relations Officer	$13,000	$10,939	$17,500	10
14.0	Registrar	$12,000	$10,800	$14,360	24
17.0	Director, Library Services	$13,933	$11,853	$16,308	24
25.0	Comptroller	$11,500	$10,000	$12,792	5
28.0	Director, Food Services	$11,652	$9,245	$16,909	9
29.0	Director, Physical Plant	$13,154	$12,000	$16,500	13
31.0	Director, Bookstore	$7,581	$5,040	$12,000	11
36.0	Director, Admissions	$13,447	$12,050	$15,000	13
39.0	Director, Student Financial Aid	$11,832	$9,299	$12,500	17
41.0	Director, Student Counseling	$14,412	$8,400	$16,500	7
45.0	Director, Athletics	$13,000	$12,000	$13,447	9
47.0	Director, Alumni Affairs	$11,580	$8,266	$11,743	5

Table 61
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 44.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$32,550	$28,145	$38,500	5
3.0	Executive Vice President	$22,000	$20,570	$27,000	5
4.0	Chief Academic Officer	$25,928	$21,505	$28,896	43
5.0	Chief Business Officer	$22,500	$19,000	$24,084	41
6.0	Chief Student Affairs Officer	$18,550	$16,275	$20,500	38
7.0	Chief Development Officer	$21,000	$19,000	$25,000	31
8.0	Chief Public Relations Officer	$15,100	$14,000	$17,600	19
9.0	Chief Planning Officer	$18,062	$17,392	$21,166	6
10.0	Director, Personnel/Human Resources	$12,000	$11,000	$14,900	5
14.0	Registrar	$15,000	$13,000	$16,500	37
16.0	Director, Learning Resources Center	$15,000	$14,781	$17,306	6
17.0	Director, Library Services	$16,000	$13,684	$18,623	40
18.0	Director, Computer Services	$17,600	$14,500	$18,000	7
20.0	Director, Institutional Research	$16,000	$12,727	$18,900	6
22.0	Administrator, Grants and Contracts	$14,000	$11,840	$16,000	5
25.0	Comptroller	$16,000	$12,527	$19,554	15
27.0	Bursar	$13,000	$10,022	$14,000	6
28.0	Director, Food Services	$14,000	$12,600	$15,000	16
29.0	Director, Physical Plant	$16,000	$14,000	$18,000	31
31.0	Director, Bookstore	$10,000	$9,000	$11,545	30
32.0	Director, Campus Security	$9,500	$7,800	$11,000	8
36.0	Director, Admissions	$17,000	$15,000	$19,000	35
39.0	Director, Student Financial Aid	$13,000	$11,230	$15,600	36
40.0	Director, Student Placement	$13,700	$11,592	$16,000	19
41.0	Director, Student Counseling	$14,000	$8,500	$21,333	11
43.0	Director, Student Health Services	$12,000	$6,970	$15,350	10
44.0	Director, Student Housing	$14,400	$10,900	$15,000	9
45.0	Director, Athletics	$15,300	$14,000	$19,933	22
47.0	Director, Alumni Affairs	$13,125	$9,900	$15,000	19
48.0	Director, Information Office	$11,576	$10,610	$16,850	6
52.0	Chief Development and Public Relations Officer	$24,000	$18,200	$26,000	5
61.0	Dean, Business	$19,000	$18,133	$19,200	5
63.0	Dean, Continuing Education	$16,485	$15,500	$22,000	6
65.0	Dean, Education	$21,000	$15,700	$24,667	8
73.0	Dean, Humanities	$18,500	$18,000	$23,333	5
84.0	Dean, Sciences	$24,333	$18,000	$29,667	7
85.0	Dean, Social Sciences	$18,000	$16,100	$24,047	8

Table 62
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 144.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,000	$33,500	$48,000	140
3.0	Executive Vice President	$30,000	$27,000	$34,500	33
4.0	Chief Academic Officer	$29,432	$26,200	$32,100	132
5.0	Chief Business Officer	$27,000	$23,262	$29,660	132
6.0	Chief Student Affairs Officer	$21,300	$19,325	$25,000	136
7.0	Chief Development Officer	$27,000	$23,000	$30,300	105
8.0	Chief Public Relations Officer	$15,525	$13,100	$18,275	79
9.0	Chief Planning Officer	$23,508	$18,200	$26,160	22
10.0	Director, Personnel/Human Resources	$17,500	$13,685	$20,750	21
11.0	Chief Health Professions Officer	$20,475	$19,800	$27,000	6
12.0	Chief Budgeting Officer	$20,760	$18,000	$27,072	6
14.0	Registrar	$17,000	$14,413	$19,375	135
15.0	Director, Church Relations	$16,000	$13,050	$20,500	34
16.0	Director, Learning Resources Center	$16,640	$14,175	$17,558	26
17.0	Director, Library Services	$18,381	$16,770	$21,000	131
18.0	Director, Computer Services	$18,213	$15,900	$22,186	65
19.0	Director, Educational Media Services	$14,160	$12,520	$16,930	32
20.0	Director, Institutional Research	$17,000	$14,000	$22,450	26
21.0	Director, Special and Deferred Gifts	$19,974	$17,900	$22,800	30
22.0	Administrator, Grants and Contracts	$19,681	$16,200	$21,945	22
23.0	Director, Affirmative Action/Equal Employment	$14,900	$10,000	$20,750	10
25.0	Comptroller	$18,832	$15,443	$22,000	76
27.0	Bursar	$13,560	$13,000	$16,500	14
28.0	Director, Food Services	$18,000	$15,700	$20,330	29
29.0	Director, Physical Plant	$18,100	$16,038	$20,475	130
30.0	Director, Purchasing	$13,497	$10,500	$16,000	24
31.0	Director, Bookstore	$10,600	$9,600	$12,508	95
32.0	Director, Campus Security	$12,100	$10,296	$14,000	44
33.0	Director, Information Systems	$12,500	$11,000	$16,000	8
34.0	Director, News Bureau	$12,320	$11,367	$16,650	15
35.0	Director, Auxiliary Services	$15,350	$14,000	$21,500	6
36.0	Director, Admissions	$20,000	$16,500	$23,210	117
37.0	Director, Foreign Students	$15,254	$13,333	$18,000	8
39.0	Director, Student Financial Aid	$14,997	$12,950	$16,800	133
40.0	Director, Student Placement	$14,520	$13,000	$17,000	88
41.0	Director, Student Counseling	$16,380	$14,000	$18,247	67
42.0	Director, Student Union	$13,078	$11,250	$15,000	30
43.0	Director, Student Health Services	$12,340	$9,700	$15,000	48
44.0	Director, Student Housing	$13,000	$11,935	$14,770	62
45.0	Director, Athletics	$19,200	$16,000	$22,450	78
46.0	Director, Campus Recreation/Intramurals	$12,648	$10,800	$15,000	14
47.0	Director, Alumni Affairs	$14,556	$12,475	$16,800	98
48.0	Director, Information Office	$14,750	$12,408	$16,850	23
49.0	Director, Community Services	$17,600	$11,000	$19,332	8
51.0	Chief Planning and Budget Officer	$29,660	$29,000	$29,775	5
52.0	Chief Development and Public Relations Officer	$24,759	$20,100	$27,570	16
53.0	Director, Personnel and Affirmative Action	$15,000	$13,500	$16,990	10
54.0	Director, Admissions and Financial Aid	$23,000	$19,500	$25,531	13
56.0	Director, Development and Alumni Affairs	$24,385	$19,390	$30,000	10
59.0	Dean, Arts and Letters	$21,000	$20,408	$25,708	7
61.0	Dean, Business	$23,000	$20,000	$28,980	19
63.0	Dean, Continuing Education	$20,000	$17,250	$24,200	32
65.0	Dean, Education	$24,518	$19,726	$27,271	21
69.0	Dean, Fine Arts	$23,336	$19,300	$25,066	13
70.0	Dean, Graduate Programs	$24,000	$21,592	$26,691	13
71.0	Dean, Health Related Professions	$20,667	$19,600	$20,898	5
73.0	Dean, Humanities	$21,333	$18,216	$24,733	19
77.0	Dean, Mathematics	$19,962	$18,000	$25,867	6
79.0	Dean, Music	$17,797	$17,667	$23,589	5
80.0	Dean, Nursing	$24,000	$21,400	$33,680	13
84.0	Dean, Sciences	$22,800	$19,772	$26,667	19
85.0	Dean, Social Sciences	$21,000	$19,552	$23,929	20
87.0	Dean, Special Programs	$17,000	$14,700	$18,516	8

Table 63
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-7.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $5,000,000 thru $7,499,999. **CASES SELECTED:** 89.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,490	$40,000	$52,000	86
3.0	Executive Vice President	$34,200	$28,375	$41,700	20
4.0	Chief Academic Officer	$34,000	$30,000	$37,500	85
5.0	Chief Business Officer	$33,000	$30,000	$36,400	84
6.0	Chief Student Affairs Officer	$26,000	$22,500	$30,000	87
7.0	Chief Development Officer	$30,000	$26,500	$33,000	72
8.0	Chief Public Relations Officer	$20,000	$16,759	$21,835	56
9.0	Chief Planning Officer	$28,500	$24,504	$32,000	14
10.0	Director, Personnel/Human Resources	$17,600	$15,500	$22,000	21
14.0	Registrar	$19,250	$15,651	$22,250	84
15.0	Director, Church Relations	$18,959	$16,500	$24,412	26
16.0	Director, Learning Resources Center	$20,000	$17,013	$21,912	21
17.0	Director, Library Services	$22,000	$19,300	$25,000	81
18.0	Director, Computer Services	$20,910	$19,000	$23,100	61
19.0	Director, Educational Media Services	$15,773	$13,284	$18,215	22
20.0	Director, Institutional Research	$20,486	$18,600	$24,000	21
21.0	Director, Special and Deferred Gifts	$21,600	$16,000	$25,300	27
22.0	Administrator, Grants and Contracts	$21,000	$18,444	$23,250	13
25.0	Comptroller	$22,140	$19,548	$24,750	65
27.0	Bursar	$15,648	$13,750	$17,600	13
28.0	Director, Food Services	$20,600	$17,325	$24,000	19
29.0	Director, Physical Plant	$21,100	$18,000	$23,550	81
30.0	Director, Purchasing	$15,400	$11,900	$19,000	29
31.0	Director, Bookstore	$13,000	$10,815	$14,948	67
32.0	Director, Campus Security	$15,180	$13,200	$17,231	42
33.0	Director, Information Systems	$14,500	$13,200	$14,675	5
34.0	Director, News Bureau	$16,000	$12,720	$17,800	14
35.0	Director, Auxiliary Services	$20,400	$15,875	$25,500	7
36.0	Director, Admissions	$23,470	$19,100	$26,600	78
37.0	Director, Foreign Students	$15,300	$12,600	$16,600	8
38.0	Director, International Studies Education	$20,040	$17,600	$20,664	5
39.0	Director, Student Financial Aid	$18,260	$16,500	$21,000	83
40.0	Director, Student Placement	$16,800	$15,214	$18,700	63
41.0	Director, Student Counseling	$19,000	$15,620	$22,800	55
42.0	Director, Student Union	$14,850	$13,000	$18,000	35
43.0	Director, Student Health Services	$13,624	$12,000	$16,667	41
44.0	Director, Student Housing	$14,740	$13,280	$17,400	58
45.0	Director, Athletics	$24,755	$21,800	$26,926	63
46.0	Director, Campus Recreation/Intramurals	$14,704	$13,333	$18,347	20
47.0	Director, Alumni Affairs	$16,200	$13,750	$19,700	70
48.0	Director, Information Office	$18,550	$15,400	$20,020	21
49.0	Director, Community Services	$18,500	$16,400	$22,550	12
52.0	Chief Development and Public Relations Officer	$28,500	$22,340	$35,310	6
53.0	Director, Personnel and Affirmative Action	$15,600	$14,800	$17,500	13
54.0	Director, Admissions and Financial Aid	$23,500	$23,400	$26,429	6
56.0	Director, Development and Alumni Affairs	$20,000	$19,700	$29,000	6
60.0	Dean, Arts and Sciences	$26,290	$22,220	$31,467	6
61.0	Dean, Business	$24,000	$22,400	$30,133	15
63.0	Dean, Continuing Education	$21,079	$18,900	$29,472	24
65.0	Dean, Education	$24,100	$20,175	$26,500	12
69.0	Dean, Fine Arts	$26,000	$24,600	$31,000	10
70.0	Dean, Graduate Programs	$21,000	$16,413	$30,800	11
73.0	Dean, Humanities	$25,568	$22,581	$31,000	11
77.0	Dean, Mathematics	$25,560	$17,813	$30,933	5
79.0	Dean, Music	$27,067	$21,922	$34,267	7
80.0	Dean, Nursing	$29,455	$26,350	$33,200	9
84.0	Dean, Sciences	$27,200	$22,932	$28,200	14
85.0	Dean, Social Sciences	$22,000	$21,120	$30,188	12
87.0	Dean, Special Programs	$25,776	$21,500	$28,300	5

Table 64
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $7.5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $7,500,000 thru $9,999,999. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,000	$46,288	$56,694	57
3.0	Executive Vice President	$38,500	$32,900	$42,500	19
4.0	Chief Academic Officer	$36,750	$32,868	$41,040	56
5.0	Chief Business Officer	$37,510	$30,367	$41,500	54
6.0	Chief Student Affairs Officer	$27,360	$24,100	$32,000	53
7.0	Chief Development Officer	$31,300	$28,896	$36,500	46
8.0	Chief Public Relations Officer	$19,500	$17,562	$22,500	29
9.0	Chief Planning Officer	$29,500	$26,380	$33,404	8
10.0	Director, Personnel/Human Resources	$19,795	$15,400	$24,533	26
11.0	Chief Health Professions Officer	$19,333	$15,017	$32,000	6
12.0	Chief Budgeting Officer	$20,000	$17,984	$28,000	9
14.0	Registrar	$21,039	$18,400	$24,182	56
15.0	Director, Church Relations	$20,245	$16,800	$26,000	14
16.0	Director, Learning Resources Center	$20,000	$17,920	$22,500	15
17.0	Director, Library Services	$25,200	$20,196	$28,740	54
18.0	Director, Computer Services	$23,250	$20,430	$26,100	42
19.0	Director, Educational Media Services	$18,400	$15,600	$21,700	17
20.0	Director, Institutional Research	$22,575	$19,400	$24,080	16
21.0	Director, Special and Deferred Gifts	$21,200	$20,000	$24,000	25
22.0	Administrator, Grants and Contracts	$19,125	$18,000	$26,500	14
23.0	Director, Affirmative Action/Equal Employment	$21,454	$19,066	$21,500	5
25.0	Comptroller	$25,652	$22,000	$28,701	41
26.0	Director, Internal Audit	$15,900	$12,000	$19,000	6
27.0	Bursar	$17,000	$14,000	$18,739	11
28.0	Director, Food Services	$20,300	$17,786	$23,000	19
29.0	Director, Physical Plant	$23,100	$20,350	$27,800	53
30.0	Director, Purchasing	$18,000	$15,025	$20,000	21
31.0	Director, Bookstore	$14,530	$11,700	$17,200	43
32.0	Director, Campus Security	$15,300	$13,200	$17,865	35
34.0	Director, News Bureau	$14,530	$12,840	$15,180	12
35.0	Director, Auxiliary Services	$18,900	$15,525	$24,000	10
36.0	Director, Admissions	$25,900	$21,935	$29,500	48
37.0	Director, Foreign Students	$19,325	$12,000	$22,000	7
38.0	Director, International Studies Education	$26,100	$21,304	$36,000	5
39.0	Director, Student Financial Aid	$19,320	$17,500	$21,000	53
40.0	Director, Student Placement	$17,956	$15,000	$20,000	52
41.0	Director, Student Counseling	$20,500	$18,100	$23,300	33
42.0	Director, Student Union	$14,300	$12,579	$15,826	26
43.0	Director, Student Health Services	$15,420	$13,700	$19,200	29
44.0	Director, Student Housing	$15,000	$11,400	$19,000	43
45.0	Director, Athletics	$24,525	$21,700	$27,775	45
46.0	Director, Campus Recreation/Intramurals	$15,000	$13,930	$20,750	10
47.0	Director, Alumni Affairs	$16,500	$13,500	$20,650	47
48.0	Director, Information Office	$18,810	$15,804	$21,800	20
49.0	Director, Community Services	$20,898	$16,500	$31,380	7
51.0	Chief Planning and Budget Officer	$26,777	$21,841	$28,087	5
52.0	Chief Development and Public Relations Officer	$34,240	$27,850	$38,500	10
53.0	Director, Personnel and Affirmative Action	$18,800	$18,000	$21,800	10
54.0	Director, Admissions and Financial Aid	$26,850	$26,000	$29,000	5
60.0	Dean, Arts and Sciences	$30,000	$28,556	$30,000	5
61.0	Dean, Business	$25,000	$19,020	$35,577	14
62.0	Dean, Communications	$22,000	$21,492	$25,700	5
63.0	Dean, Continuing Education	$24,500	$20,800	$26,200	18
65.0	Dean, Education	$24,650	$23,300	$27,453	11
69.0	Dean, Fine Arts	$23,000	$22,800	$26,813	8
70.0	Dean, Graduate Programs	$31,200	$25,000	$33,000	8
73.0	Dean, Humanities	$25,422	$21,940	$29,034	7
77.0	Dean, Mathematics	$21,111	$18,600	$26,436	5
80.0	Dean, Nursing	$30,000	$26,000	$30,859	5
84.0	Dean, Sciences	$25,266	$22,611	$32,468	11
85.0	Dean, Social Sciences	$23,000	$22,050	$26,680	10

Table 65
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 75.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$60,000	$52,000	$67,500	66
3.0	Executive Vice President	$45,000	$36,056	$54,200	15
4.0	Chief Academic Officer	$42,933	$39,000	$48,000	68
5.0	Chief Business Officer	$44,000	$37,196	$48,985	70
6.0	Chief Student Affairs Officer	$31,960	$28,700	$37,800	72
7.0	Chief Development Officer	$35,441	$31,315	$45,000	59
8.0	Chief Public Relations Officer	$27,500	$23,760	$31,236	39
9.0	Chief Planning Officer	$35,500	$32,000	$36,400	12
10.0	Director, Personnel/Human Resources	$22,500	$18,000	$26,500	44
12.0	Chief Budgeting Officer	$31,540	$26,000	$36,500	16
14.0	Registrar	$23,770	$20,223	$27,000	72
15.0	Director, Church Relations	$20,000	$14,775	$25,000	13
16.0	Director, Learning Resources Center	$24,360	$15,675	$29,500	11
17.0	Director, Library Services	$28,909	$25,100	$33,000	70
18.0	Director, Computer Services	$27,448	$22,898	$32,350	63
19.0	Director, Educational Media Services	$16,395	$14,850	$20,200	21
20.0	Director, Institutional Research	$21,465	$18,700	$27,170	16
21.0	Director, Special and Deferred Gifts	$24,300	$20,000	$27,500	34
22.0	Administrator, Grants and Contracts	$21,000	$18,800	$26,880	21
23.0	Director, Affirmative Action/Equal Employment	$20,000	$15,200	$21,750	15
25.0	Comptroller	$29,200	$25,000	$32,195	60
26.0	Director, Internal Audit	$19,200	$17,543	$27,000	10
27.0	Bursar	$17,446	$15,800	$20,575	22
28.0	Director, Food Services	$26,500	$22,150	$30,029	26
29.0	Director, Physical Plant	$28,000	$25,600	$32,300	71
30.0	Director, Purchasing	$20,300	$16,200	$23,875	38
31.0	Director, Bookstore	$17,979	$15,498	$20,860	48
32.0	Director, Campus Security	$18,765	$16,400	$20,910	61
33.0	Director, Information Systems	$28,000	$23,050	$30,000	17
34.0	Director, News Bureau	$17,500	$15,040	$19,200	38
35.0	Director, Auxiliary Services	$24,700	$20,394	$30,333	19
36.0	Director, Admissions	$27,700	$24,500	$32,600	70
37.0	Director, Foreign Students	$18,144	$16,000	$20,972	15
38.0	Director, International Studies Education	$25,100	$17,500	$26,000	9
39.0	Director, Student Financial Aid	$22,035	$19,300	$25,000	72
40.0	Director, Student Placement	$19,960	$17,600	$22,927	66
41.0	Director, Student Counseling	$22,345	$19,096	$26,560	51
42.0	Director, Student Union	$18,954	$15,050	$23,350	39
43.0	Director, Student Health Services	$24,525	$16,200	$39,600	44
44.0	Director, Student Housing	$16,747	$14,400	$19,091	56
45.0	Director, Athletics	$28,623	$25,600	$32,000	57
46.0	Director, Campus Recreation/Intramurals	$17,414	$14,000	$21,200	11
47.0	Director, Alumni Affairs	$23,325	$19,077	$26,800	63
48.0	Director, Information Office	$21,485	$16,335	$25,000	34
49.0	Director, Community Services	$25,000	$17,000	$29,228	8
51.0	Chief Planning and Budget Officer	$29,150	$27,991	$40,008	5
52.0	Chief Development and Public Relations Officer	$42,500	$39,400	$45,100	17
53.0	Director, Personnel and Affirmative Action	$26,850	$22,740	$29,000	20
54.0	Director, Admissions and Financial Aid	$30,000	$27,728	$32,500	5
60.0	Dean, Arts and Sciences	$39,000	$35,840	$43,300	16
61.0	Dean, Business	$37,920	$34,200	$44,120	14
63.0	Dean, Continuing Education	$34,790	$29,000	$37,859	17
65.0	Dean, Education	$33,956	$30,000	$46,800	10
70.0	Dean, Graduate Programs	$34,047	$28,400	$40,700	20
79.0	Dean, Music	$30,872	$30,300	$35,068	6
80.0	Dean, Nursing	$30,000	$28,960	$35,400	6
88.0	Dean, Undergraduate Programs	$35,700	$32,100	$45,000	7

Table 66
2-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$32,000	$26,000	$35,424	48
3.0	Executive Vice President	$26,862	$18,819	$27,200	5
4.0	Chief Academic Officer	$24,400	$19,900	$30,000	38
5.0	Chief Business Officer	$18,178	$13,000	$26,100	33
6.0	Chief Student Affairs Officer	$22,000	$16,000	$24,926	32
7.0	Chief Development Officer	$18,000	$13,000	$20,262	9
8.0	Chief Public Relations Officer	$10,000	$8,340	$12,600	10
14.0	Registrar	$13,500	$12,691	$15,340	33
16.0	Director, Learning Resources Center	$17,166	$15,600	$20,112	12
17.0	Director, Library Services	$15,000	$12,134	$21,300	30
25.0	Comptroller	$18,000	$12,900	$19,728	8
28.0	Director, Food Services	$13,067	$10,855	$18,929	7
29.0	Director, Physical Plant	$16,164	$11,130	$18,000	16
31.0	Director, Bookstore	$10,200	$9,600	$12,220	12
32.0	Director, Campus Security	$15,600	$12,000	$19,685	5
36.0	Director, Admissions	$12,504	$10,000	$17,854	22
39.0	Director, Student Financial Aid	$14,478	$12,000	$17,247	24
40.0	Director, Student Placement	$13,080	$12,000	$20,400	7
41.0	Director, Student Counseling	$12,720	$10,000	$20,325	18
45.0	Director, Athletics	$15,922	$11,733	$26,455	10
49.0	Director, Community Services	$22,812	$20,400	$25,813	9
54.0	Director, Admissions and Financial Aid	$20,028	$16,125	$24,927	6
61.0	Dean, Business	$21,600	$14,520	$30,697	7
63.0	Dean, Continuing Education	$20,727	$20,000	$23,893	8
81.0	Dean, Occupation Studies/Vocational Education/Technology	$22,200	$20,604	$26,782	10

Table 67
2-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 65.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$37,376	$35,200	$40,000	61
3.0	Executive Vice President	$25,332	$24,000	$30,128	5
4.0	Chief Academic Officer	$29,250	$26,500	$32,823	59
5.0	Chief Business Officer	$26,200	$23,000	$28,500	53
6.0	Chief Student Affairs Officer	$26,678	$22,500	$30,756	55
7.0	Chief Development Officer	$23,193	$19,625	$26,197	15
8.0	Chief Public Relations Officer	$17,660	$15,000	$22,100	12
14.0	Registrar	$17,446	$14,023	$21,100	35
16.0	Director, Learning Resources Center	$22,175	$20,800	$25,813	23
17.0	Director, Library Services	$20,350	$17,480	$25,946	39
18.0	Director, Computer Services	$18,200	$15,000	$22,000	16
19.0	Director, Educational Media Services	$17,000	$14,040	$18,432	8
20.0	Director, Institutional Research	$19,624	$18,620	$25,350	6
25.0	Comptroller	$19,170	$16,776	$19,820	14
28.0	Director, Food Services	$15,396	$13,200	$20,259	10
29.0	Director, Physical Plant	$17,227	$16,000	$19,500	19
30.0	Director, Purchasing	$15,742	$13,000	$18,400	8
31.0	Director, Bookstore	$10,953	$9,164	$12,720	19
32.0	Director, Campus Security	$9,000	$7,333	$13,600	6
36.0	Director, Admissions	$20,952	$18,048	$24,700	25
39.0	Director, Student Financial Aid	$17,439	$13,272	$19,248	35
40.0	Director, Student Placement	$16,425	$14,700	$19,584	14
41.0	Director, Student Counseling	$20,601	$17,500	$24,300	28
44.0	Director, Student Housing	$13,440	$7,531	$15,550	8
45.0	Director, Athletics	$21,055	$17,267	$24,150	15
48.0	Director, Information Office	$19,150	$12,625	$20,196	5
49.0	Director, Community Services	$22,000	$19,477	$25,300	23
52.0	Chief Development and Public Relations Officer	$25,010	$22,699	$30,000	5
54.0	Director, Admissions and Financial Aid	$19,550	$16,830	$23,868	10
61.0	Dean, Business	$25,020	$23,550	$27,747	11
63.0	Dean, Continuing Education	$19,600	$19,126	$24,685	9
73.0	Dean, Humanities	$22,586	$19,124	$25,813	5
80.0	Dean, Nursing	$24,660	$24,000	$27,084	6
81.0	Dean, Occupation Studies/Vocational Education/Technology	$21,260	$19,360	$26,336	9

Table 68
2-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 125.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$41,563	$38,520	$45,629	118
3.0	Executive Vice President	$32,595	$29,800	$35,000	21
4.0	Chief Academic Officer	$32,000	$29,000	$35,235	110
5.0	Chief Business Officer	$30,000	$25,840	$32,860	112
6.0	Chief Student Affairs Officer	$29,000	$24,685	$30,780	111
7.0	Chief Development Officer	$24,300	$20,460	$28,711	20
8.0	Chief Public Relations Officer	$19,860	$17,340	$24,015	45
9.0	Chief Planning Officer	$30,060	$27,096	$31,776	11
10.0	Director, Personnel/Human Resources	$18,440	$14,838	$22,100	18
11.0	Chief Health Professions Officer	$23,100	$22,450	$27,962	9
12.0	Chief Budgeting Officer	$21,953	$19,236	$23,000	14
14.0	Registrar	$21,956	$16,500	$24,500	87
16.0	Director, Learning Resources Center	$23,918	$20,381	$27,170	60
17.0	Director, Library Services	$22,099	$19,164	$25,625	81
18.0	Director, Computer Services	$22,000	$18,967	$24,390	58
19.0	Director, Educational Media Services	$19,979	$18,125	$22,000	21
20.0	Director, Institutional Research	$23,317	$21,500	$25,770	30
22.0	Administrator, Grants and Contracts	$24,882	$16,585	$26,976	11
23.0	Director, Affirmative Action/Equal Employment	$22,625	$18,788	$24,500	8
25.0	Comptroller	$22,213	$18,458	$24,330	43
27.0	Bursar	$13,500	$12,500	$22,098	6
28.0	Director, Food Services	$15,400	$12,654	$16,485	21
29.0	Director, Physical Plant	$19,975	$17,551	$23,000	92
30.0	Director, Purchasing	$13,800	$12,706	$19,150	23
31.0	Director, Bookstore	$12,840	$11,098	$15,434	59
32.0	Director, Campus Security	$15,039	$11,230	$15,550	20
33.0	Director, Information Systems	$24,384	$19,607	$26,760	7
35.0	Director, Auxiliary Services	$19,375	$16,000	$27,041	14
36.0	Director, Admissions	$20,053	$17,300	$23,196	53
39.0	Director, Student Financial Aid	$17,772	$15,120	$21,207	95
40.0	Director, Student Placement	$18,000	$16,963	$23,457	46
41.0	Director, Student Counseling	$22,488	$19,368	$24,693	58
42.0	Director, Student Union	$19,300	$16,080	$24,668	16
43.0	Director, Student Health Services	$14,400	$10,900	$16,989	10
44.0	Director, Student Housing	$15,546	$13,084	$19,247	13
45.0	Director, Athletics	$23,051	$20,195	$27,724	46
46.0	Director, Campus Recreation/Intramurals	$17,228	$15,000	$20,305	21
47.0	Director, Alumni Affairs	$15,300	$12,936	$16,000	9
48.0	Director, Information Office	$16,000	$15,000	$18,540	17
49.0	Director, Community Services	$25,451	$20,000	$28,505	55
52.0	Chief Development and Public Relations Officer	$24,293	$18,227	$28,166	8
53.0	Director, Personnel and Affirmative Action	$20,880	$17,772	$26,520	24
54.0	Director, Admissions and Financial Aid	$24,400	$23,160	$30,755	14
59.0	Dean, Arts and Letters	$27,348	$25,287	$28,000	5
60.0	Dean, Arts and Sciences	$28,031	$25,330	$29,866	15
61.0	Dean, Business	$26,760	$24,516	$29,424	38
63.0	Dean, Continuing Education	$25,063	$23,000	$27,974	36
66.0	Dean, Engineering	$27,200	$25,572	$27,710	10
68.0	Dean, Extension	$24,050	$23,328	$27,666	6
71.0	Dean, Health Related Professions	$28,914	$26,879	$30,070	12
73.0	Dean, Humanities	$28,350	$25,930	$30,500	25
77.0	Dean, Mathematics	$29,100	$20,405	$34,494	5
80.0	Dean, Nursing	$25,439	$23,000	$27,432	18
81.0	Dean, Occupation Studies/Vocational Education/Technology	$28,000	$24,252	$29,850	37
84.0	Dean, Sciences	$29,200	$25,350	$31,073	23
85.0	Dean, Social Sciences	$26,400	$23,635	$29,767	23
87.0	Dean, Special Programs	$25,500	$21,624	$31,100	10

Table 69
2-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 105.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,800	$42,000	$51,000	9
2.0	Chief Executive Officer, Single Institution	$45,000	$40,500	$48,743	98
3.0	Executive Vice President	$36,629	$33,758	$40,896	19
4.0	Chief Academic Officer	$34,900	$32,382	$38,470	95
5.0	Chief Business Officer	$33,096	$29,625	$36,506	97
6.0	Chief Student Affairs Officer	$32,151	$29,000	$35,647	97
7.0	Chief Development Officer	$29,520	$24,000	$33,265	27
8.0	Chief Public Relations Officer	$21,653	$19,795	$25,624	37
9.0	Chief Planning Officer	$31,089	$29,139	$34,100	22
10.0	Director, Personnel/Human Resources	$24,425	$19,452	$27,125	35
11.0	Chief Health Professions Officer	$26,800	$24,780	$29,900	12
12.0	Chief Budgeting Officer	$26,500	$24,575	$29,500	16
14.0	Registrar	$25,146	$20,556	$29,000	80
16.0	Director, Learning Resources Center	$27,254	$25,082	$30,579	66
17.0	Director, Library Services	$26,044	$23,235	$30,263	50
18.0	Director, Computer Services	$25,530	$22,426	$28,080	65
19.0	Director, Educational Media Services	$21,779	$17,600	$25,430	35
20.0	Director, Institutional Research	$24,050	$18,232	$26,869	36
22.0	Administrator, Grants and Contracts	$25,332	$21,300	$28,000	21
23.0	Director, Affirmative Action/Equal Employment	$20,424	$17,548	$28,691	14
25.0	Comptroller	$23,500	$20,544	$26,832	56
27.0	Bursar	$15,330	$12,611	$18,333	9
28.0	Director, Food Services	$16,572	$14,445	$20,908	22
29.0	Director, Physical Plant	$22,841	$20,100	$26,010	79
30.0	Director, Purchasing	$20,193	$16,200	$22,607	38
31.0	Director, Bookstore	$15,863	$14,186	$18,800	54
32.0	Director, Campus Security	$16,356	$14,670	$20,800	39
33.0	Director, Information Systems	$28,900	$25,222	$30,000	8
35.0	Director, Auxiliary Services	$22,125	$20,145	$25,344	12
36.0	Director, Admissions	$23,228	$21,180	$27,000	48
39.0	Director, Student Financial Aid	$21,400	$17,804	$24,300	84
40.0	Director, Student Placement	$22,250	$18,180	$25,704	43
41.0	Director, Student Counseling	$25,340	$22,620	$28,783	59
42.0	Director, Student Union	$20,018	$17,400	$24,063	36
43.0	Director, Student Health Services	$17,408	$15,240	$20,520	21
44.0	Director, Student Housing	$16,860	$13,876	$21,785	6
45.0	Director, Athletics	$27,600	$23,580	$30,905	46
46.0	Director, Campus Recreation/Intramurals	$20,289	$18,000	$23,857	11
48.0	Director, Information Office	$18,024	$15,790	$22,316	28
49.0	Director, Community Services	$25,962	$23,328	$30,570	47
52.0	Chief Development and Public Relations Officer	$28,653	$25,813	$32,352	7
53.0	Director, Personnel and Affirmative Action	$21,144	$17,859	$25,423	21
54.0	Director, Admissions and Financial Aid	$28,667	$24,120	$31,132	7
58.0	Dean, Agriculture	$28,470	$27,915	$29,412	10
59.0	Dean, Arts and Letters	$30,033	$23,490	$32,815	9
60.0	Dean, Arts and Sciences	$30,900	$26,739	$32,212	23
61.0	Dean, Business	$29,776	$28,272	$32,212	42
62.0	Dean, Communications	$28,200	$27,673	$30,337	14
63.0	Dean, Continuing Education	$28,625	$25,920	$31,800	45
66.0	Dean, Engineering	$29,349	$25,250	$30,567	13
71.0	Dean, Health Related Professions	$31,644	$28,150	$33,441	26
73.0	Dean, Humanities	$30,887	$27,451	$34,728	21
74.0	Dean, Instruction	$32,040	$31,200	$34,180	9
76.0	Dean, Library and Information Sciences	$29,985	$25,661	$33,000	6
77.0	Dean, Mathematics	$32,212	$26,550	$35,669	11
80.0	Dean, Nursing	$28,036	$25,973	$30,830	21
81.0	Dean, Occupation Studies/Vocational Education/Technology	$31,030	$28,000	$33,700	57
84.0	Dean, Sciences	$29,141	$26,087	$32,815	24
85.0	Dean, Social Sciences	$27,845	$26,000	$32,815	28
87.0	Dean, Special Programs	$26,591	$19,922	$28,200	7

Table 70
2-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 124.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,724	$47,000	$59,600	36
2.0	Chief Executive Officer, Single Institution	$50,160	$45,896	$55,000	95
3.0	Executive Vice President	$42,750	$34,698	$45,738	38
4.0	Chief Academic Officer	$40,230	$36,233	$45,650	102
5.0	Chief Business Officer	$39,700	$33,598	$44,520	113
6.0	Chief Student Affairs Officer	$37,558	$33,642	$42,418	101
7.0	Chief Development Officer	$32,155	$27,500	$34,750	28
8.0	Chief Public Relations Officer	$30,263	$24,150	$34,275	59
9.0	Chief Planning Officer	$33,864	$30,800	$39,728	36
10.0	Director, Personnel/Human Resources	$31,150	$27,359	$36,000	70
11.0	Chief Health Professions Officer	$33,324	$30,108	$37,903	13
12.0	Chief Budgeting Officer	$29,930	$25,161	$33,681	44
13.0	Director, Legal Services	$32,956	$32,000	$42,246	10
14.0	Registrar	$29,786	$25,118	$34,386	87
16.0	Director, Learning Resources Center	$32,470	$27,400	$37,116	62
17.0	Director, Library Services	$31,975	$26,926	$35,200	65
18.0	Director, Computer Services	$29,970	$25,765	$33,940	78
19.0	Director, Educational Media Services	$29,200	$23,265	$34,386	43
20.0	Director, Institutional Research	$28,772	$23,830	$33,644	76
21.0	Director, Special and Deferred Gifts	$27,091	$22,633	$31,500	7
22.0	Administrator, Grants and Contracts	$26,810	$22,907	$33,768	41
23.0	Director, Affirmative Action/Equal Employment	$25,570	$21,314	$33,280	36
24.0	Director, Employee Training	$28,753	$23,847	$32,166	9
25.0	Comptroller	$30,699	$26,716	$32,956	67
26.0	Director, Internal Audit	$23,856	$20,141	$25,584	25
27.0	Bursar	$20,371	$17,127	$23,682	21
28.0	Director, Food Services	$22,569	$20,100	$26,400	30
29.0	Director, Physical Plant	$28,968	$25,000	$32,500	101
30.0	Director, Purchasing	$25,159	$20,033	$28,680	85
31.0	Director, Bookstore	$22,368	$17,928	$24,700	65
32.0	Director, Campus Security	$21,300	$18,428	$25,072	72
33.0	Director, Information Systems	$31,584	$28,461	$35,411	32
34.0	Director, News Bureau	$21,672	$20,392	$25,648	9
35.0	Director, Auxiliary Services	$27,408	$18,673	$32,600	22
36.0	Director, Admissions	$27,873	$24,085	$31,635	59
37.0	Director, Foreign Students	$21,007	$16,877	$28,643	11
39.0	Director, Student Financial Aid	$26,400	$21,957	$30,000	100
40.0	Director, Student Placement	$22,450	$18,797	$27,005	61
41.0	Director, Student Counseling	$31,000	$27,557	$33,968	76
42.0	Director, Student Union	$25,500	$21,216	$31,700	37
43.0	Director, Student Health Services	$21,448	$18,321	$25,922	32
44.0	Director, Student Housing	$18,040	$14,700	$19,890	7
45.0	Director, Athletics	$31,645	$26,150	$35,928	60
46.0	Director, Campus Recreation/Intramurals	$17,500	$14,000	$25,000	16
47.0	Director, Alumni Affairs	$20,685	$12,000	$23,808	9
48.0	Director, Information Office	$24,012	$18,652	$27,045	40
49.0	Director, Community Services	$31,400	$25,872	$39,150	67
51.0	Chief Planning and Budget Officer	$33,000	$32,908	$40,226	5
52.0	Chief Development and Public Relations Officer	$29,419	$28,000	$29,649	8
53.0	Director, Personnel and Affirmative Action	$29,289	$26,950	$35,038	32
58.0	Dean, Agriculture	$35,532	$33,340	$37,076	5
59.0	Dean, Arts and Letters	$34,627	$29,700	$36,060	12
60.0	Dean, Arts and Sciences	$33,790	$30,396	$38,500	22
61.0	Dean, Business	$32,479	$29,282	$37,116	54
62.0	Dean, Communications	$30,940	$28,071	$34,386	18
63.0	Dean, Continuing Education	$33,781	$27,500	$38,912	51
64.0	Dean, Dentistry	$35,388	$26,460	$36,291	5
65.0	Dean, Education	$38,697	$30,276	$40,034	7
66.0	Dean, Engineering	$30,849	$29,000	$34,300	20
68.0	Dean, Extension	$32,262	$26,637	$36,943	6
69.0	Dean, Fine Arts	$34,737	$29,862	$39,487	19
71.0	Dean, Health Related Professions	$34,000	$31,443	$37,116	39
73.0	Dean, Humanities	$31,404	$29,458	$38,979	28
74.0	Dean, Instruction	$38,490	$32,000	$39,000	16
76.0	Dean, Library and Information Sciences	$31,839	$31,500	$41,088	6
77.0	Dean, Mathematics	$31,404	$27,250	$37,116	21
80.0	Dean, Nursing	$31,075	$24,948	$35,176	21
81.0	Dean, Occupation Studies/Vocational Education/Technology	$36,450	$31,234	$40,350	51
84.0	Dean, Sciences	$32,568	$29,030	$36,340	28
85.0	Dean, Social Sciences	$32,324	$29,857	$35,789	35
86.0	Dean, Social Work	$27,190	$24,685	$29,241	5
87.0	Dean, Special Programs	$30,024	$26,892	$35,388	13

Table 71
INSTITUTIONS OF THE NORTHWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 95.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,340	$50,800	$69,000	6
2.0	Chief Executive Officer, Single Institution	$49,287	$42,096	$57,780	90
3.0	Executive Vice President	$42,400	$39,000	$48,000	18
4.0	Chief Academic Officer	$38,165	$34,263	$45,115	80
5.0	Chief Business Officer	$36,816	$31,500	$42,700	87
6.0	Chief Student Affairs Officer	$34,700	$29,500	$37,500	81
7.0	Chief Development Officer	$32,000	$25,920	$39,775	39
8.0	Chief Public Relations Officer	$28,036	$21,360	$33,883	45
9.0	Chief Planning Officer	$30,720	$28,700	$34,100	16
10.0	Director, Personnel/Human Resources	$28,056	$23,175	$33,000	39
11.0	Chief Health Professions Officer	$39,588	$33,000	$64,650	7
12.0	Chief Budgeting Officer	$30,324	$25,334	$34,000	32
13.0	Director, Legal Services	$34,000	$23,424	$40,000	12
14.0	Registrar	$26,153	$22,000	$31,700	77
16.0	Director, Learning Resources Center	$27,240	$22,680	$30,800	33
17.0	Director, Library Services	$28,475	$20,200	$35,160	68
18.0	Director, Computer Services	$27,120	$22,874	$33,800	54
19.0	Director, Educational Media Services	$23,524	$17,307	$28,502	26
20.0	Director, Institutional Research	$29,867	$26,000	$31,900	33
21.0	Director, Special and Deferred Gifts	$26,230	$23,749	$29,190	14
22.0	Administrator, Grants and Contracts	$28,692	$22,701	$32,388	24
23.0	Director, Affirmative Action/Equal Employment	$25,296	$21,965	$28,728	26
24.0	Director, Employee Training	$21,108	$18,996	$23,544	7
25.0	Comptroller	$28,944	$24,975	$34,332	56
26.0	Director, Internal Audit	$26,952	$25,428	$29,253	15
27.0	Bursar	$18,333	$13,500	$25,300	7
28.0	Director, Food Services	$21,108	$17,808	$25,038	35
29.0	Director, Physical Plant	$27,000	$22,979	$32,261	78
30.0	Director, Purchasing	$23,064	$20,268	$26,400	38
31.0	Director, Bookstore	$18,360	$14,883	$22,620	60
32.0	Director, Campus Security	$19,992	$17,364	$24,444	41
33.0	Director, Information Systems	$28,848	$24,960	$31,500	9
34.0	Director, News Bureau	$23,435	$18,500	$25,905	11
35.0	Director, Auxiliary Services	$26,875	$25,500	$32,700	18
36.0	Director, Admissions	$26,148	$22,000	$29,200	52
37.0	Director, Foreign Students	$24,325	$18,000	$27,517	19
38.0	Director, International Studies Education	$27,797	$20,664	$40,900	6
39.0	Director, Student Financial Aid	$22,090	$19,180	$26,370	75
40.0	Director, Student Placement	$22,766	$20,000	$27,500	53
41.0	Director, Student Counseling	$26,472	$23,000	$31,005	60
42.0	Director, Student Union	$25,750	$22,200	$30,269	42
43.0	Director, Student Health Services	$39,588	$24,200	$45,100	29
44.0	Director, Student Housing	$20,727	$15,257	$24,975	39
45.0	Director, Athletics	$29,451	$23,774	$32,791	57
46.0	Director, Campus Recreation/Intramurals	$21,936	$18,512	$23,400	22
47.0	Director, Alumni Affairs	$21,902	$16,656	$26,880	36
48.0	Director, Information Office	$23,500	$19,604	$28,200	29
49.0	Director, Community Services	$27,853	$22,408	$30,570	24
51.0	Chief Planning and Budget Officer	$33,000	$32,908	$39,000	5
52.0	Chief Development and Public Relations Officer	$35,900	$30,000	$42,504	8
53.0	Director, Personnel and Affirmative Action	$24,750	$19,500	$29,250	19
54.0	Director, Admissions and Financial Aid	$28,667	$26,153	$30,120	6
55.0	Director, Housing and Food Services	$28,142	$28,020	$31,900	6
58.0	Dean, Agriculture	$50,000	$44,000	$54,000	8
60.0	Dean, Arts and Sciences	$36,691	$33,360	$45,053	22
61.0	Dean, Business	$37,810	$34,696	$46,920	36
63.0	Dean, Continuing Education	$31,100	$28,500	$36,455	33
65.0	Dean, Education	$36,878	$34,147	$43,560	31
66.0	Dean, Engineering	$46,550	$39,556	$53,500	15
69.0	Dean, Fine Arts	$35,692	$27,846	$38,760	8
70.0	Dean, Graduate Programs	$39,624	$32,753	$42,700	20
71.0	Dean, Health Related Professions	$35,532	$31,719	$43,181	14
72.0	Dean, Home Economics	$42,500	$24,360	$47,500	5
73.0	Dean, Humanities	$33,073	$29,929	$38,979	15
75.0	Dean, Law	$48,560	$47,000	$60,000	10
77.0	Dean, Mathematics	$31,716	$31,234	$37,236	6
79.0	Dean, Music	$31,284	$24,000	$34,347	6
80.0	Dean, Nursing	$35,500	$30,066	$45,756	16
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,222	$31,041	$34,344	23
82.0	Dean, Pharmacy	$37,393	$35,000	$46,000	5
84.0	Dean, Sciences	$35,554	$29,236	$47,500	20
85.0	Dean, Social Sciences	$30,683	$25,730	$34,334	16

Table 72
INSTITUTIONS OF THE WESTERN CUPA REGION

MEASURE: Salary, **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 104.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$67,655	$47,500	$81,828	11
2.0	Chief Executive Officer, Single Institution	$53,500	$43,000	$60,228	95
3.0	Executive Vice President	$50,000	$32,683	$58,000	27
4.0	Chief Academic Officer	$45,085	$34,000	$50,477	82
5.0	Chief Business Officer	$40,000	$30,000	$46,600	88
6.0	Chief Student Affairs Officer	$39,838	$30,000	$45,653	81
7.0	Chief Development Officer	$39,732	$30,307	$48,147	35
8.0	Chief Public Relations Officer	$29,505	$21,000	$42,955	40
9.0	Chief Planning Officer	$42,216	$40,728	$47,556	12
10.0	Director, Personnel/Human Resources	$32,612	$22,680	$42,060	46
11.0	Chief Health Professions Officer	$39,240	$38,316	$67,000	10
12.0	Chief Budgeting Officer	$38,083	$24,948	$41,340	27
13.0	Director, Legal Services	$46,200	$40,252	$61,000	10
14.0	Registrar	$25,000	$18,100	$36,656	76
16.0	Director, Learning Resources Center	$34,834	$20,736	$39,500	38
17.0	Director, Library Services	$33,087	$25,000	$44,272	76
18.0	Director, Computer Services	$34,000	$23,500	$40,700	51
19.0	Director, Educational Media Services	$29,580	$20,328	$36,800	27
20.0	Director, Institutional Research	$36,762	$26,736	$42,216	34
21.0	Director, Special and Deferred Gifts	$32,205	$22,000	$38,808	13
22.0	Administrator, Grants and Contracts	$34,476	$26,721	$38,364	28
23.0	Director, Affirmative Action/Equal Employment	$34,224	$26,247	$42,580	23
24.0	Director, Employee Training	$27,934	$23,940	$31,728	11
25.0	Comptroller	$32,000	$25,650	$40,383	50
26.0	Director, Internal Audit	$31,728	$27,000	$36,000	17
27.0	Bursar	$22,550	$15,825	$24,500	6
28.0	Director, Food Services	$24,836	$16,507	$31,056	33
29.0	Director, Physical Plant	$30,216	$22,500	$39,050	72
30.0	Director, Purchasing	$26,136	$19,250	$31,800	43
31.0	Director, Bookstore	$23,091	$17,021	$27,000	59
32.0	Director, Campus Security	$25,200	$19,548	$31,080	48
33.0	Director, Information Systems	$37,500	$30,000	$42,000	21
34.0	Director, News Bureau	$21,461	$17,500	$33,300	16
35.0	Director, Auxiliary Services	$40,000	$22,500	$43,536	23
36.0	Director, Admissions	$29,820	$23,000	$38,016	50
37.0	Director, Foreign Students	$25,000	$18,600	$29,940	23
39.0	Director, Student Financial Aid	$26,555	$19,860	$33,691	73
40.0	Director, Student Placement	$22,143	$17,860	$31,464	49
41.0	Director, Student Counseling	$32,032	$24,540	$39,732	50
42.0	Director, Student Union	$23,135	$19,638	$33,720	18
43.0	Director, Student Health Services	$30,946	$22,981	$58,920	34
44.0	Director, Student Housing	$22,679	$15,480	$28,884	33
45.0	Director, Athletics	$34,236	$30,000	$39,732	50
46.0	Director, Campus Recreation/Intramurals	$25,000	$17,472	$35,628	11
47.0	Director, Alumni Affairs	$22,008	$18,441	$26,300	32
48.0	Director, Information Office	$24,948	$23,400	$33,600	28
49.0	Director, Community Services	$37,007	$26,460	$41,988	29
51.0	Chief Planning and Budget Officer	$51,230	$26,777	$58,100	11
52.0	Chief Development and Public Relations Officer	$32,000	$24,759	$39,732	15
53.0	Director, Personnel and Affirmative Action	$33,720	$27,927	$38,577	16
54.0	Director, Admissions and Financial Aid	$23,516	$16,500	$33,583	8
55.0	Director, Housing and Food Services	$34,320	$33,276	$39,500	6
58.0	Dean, Agriculture	$43,236	$40,300	$45,348	7
60.0	Dean, Arts and Sciences	$40,500	$39,564	$45,348	17
61.0	Dean, Business	$45,348	$38,316	$47,685	35
62.0	Dean, Communications	$39,084	$32,496	$41,556	6
63.0	Dean, Continuing Education	$42,900	$33,000	$45,348	28
64.0	Dean, Dentistry	$60,995	$45,425	$62,000	5
65.0	Dean, Education	$43,236	$39,732	$46,040	20
66.0	Dean, Engineering	$45,348	$44,635	$52,900	16
68.0	Dean, Extension	$39,732	$34,800	$43,297	5
69.0	Dean, Fine Arts	$42,500	$35,832	$45,403	12
70.0	Dean, Graduate Programs	$40,068	$34,000	$45,677	24
71.0	Dean, Health Related Professions	$39,853	$39,434	$47,396	7
73.0	Dean, Humanities	$44,846	$40,000	$45,437	18
74.0	Dean, Instruction	$39,470	$38,548	$45,403	5
75.0	Dean, Law	$56,100	$42,000	$66,764	14
76.0	Dean, Library and Information Sciences	$36,400	$36,216	$46,221	5
77.0	Dean, Mathematics	$42,692	$36,216	$47,396	10
78.0	Dean, Medicine	$88,404	$80,800	$94,000	5
80.0	Dean, Nursing	$39,732	$34,016	$46,080	15
81.0	Dean, Occupation Studies/Vocational Education/Technology	$37,903	$35,000	$42,647	18
84.0	Dean, Sciences	$45,348	$35,692	$45,403	16
85.0	Dean, Social Sciences	$45,348	$37,684	$47,396	17
87.0	Dean, Special Programs	$35,388	$30,024	$43,817	7
88.0	Dean, Undergraduate Programs	$43,236	$34,000	$44,300	8

Table 73
INSTITUTIONS OF THE SOUTHWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 169.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,000	$51,500	$61,301	25
2.0	Chief Executive Officer, Single Institution	$48,000	$40,200	$56,500	146
3.0	Executive Vice President	$41,425	$33,248	$49,000	44
4.0	Chief Academic Officer	$37,000	$31,142	$45,376	148
5.0	Chief Business Officer	$34,600	$27,687	$43,721	152
6.0	Chief Student Affairs Officer	$30,947	$25,039	$38,400	145
7.0	Chief Development Officer	$32,000	$25,500	$38,000	67
8.0	Chief Public Relations Officer	$26,270	$18,000	$32,196	72
9.0	Chief Planning Officer	$33,404	$24,219	$38,912	30
10.0	Director, Personnel/Human Resources	$26,000	$21,000	$31,000	66
11.0	Chief Health Professions Officer	$29,750	$22,582	$50,000	20
12.0	Chief Budgeting Officer	$32,213	$26,220	$37,350	51
13.0	Director, Legal Services	$36,750	$27,000	$44,900	26
14.0	Registrar	$24,204	$18,180	$28,541	131
15.0	Director, Church Relations	$21,000	$15,000	$26,650	10
16.0	Director, Learning Resources Center	$24,676	$20,952	$30,579	56
17.0	Director, Library Services	$26,332	$21,240	$34,900	128
18.0	Director, Computer Services	$28,000	$22,873	$34,188	122
19.0	Director, Educational Media Services	$22,400	$17,873	$28,024	52
20.0	Director, Institutional Research	$27,500	$22,165	$36,000	61
21.0	Director, Special and Deferred Gifts	$26,275	$21,000	$32,000	24
22.0	Administrator, Grants and Contracts	$30,120	$25,000	$35,500	49
23.0	Director, Affirmative Action/Equal Employment	$25,128	$21,000	$28,800	44
24.0	Director, Employee Training	$24,200	$19,440	$27,786	15
25.0	Comptroller	$27,800	$22,250	$34,813	100
26.0	Director, Internal Audit	$25,000	$21,000	$28,500	43
27.0	Bursar	$20,552	$16,572	$27,000	29
28.0	Director, Food Services	$21,000	$15,400	$27,144	50
29.0	Director, Physical Plant	$25,200	$21,280	$30,646	137
30.0	Director, Purchasing	$22,000	$18,624	$26,040	81
31.0	Director, Bookstore	$16,500	$13,000	$22,944	108
32.0	Director, Campus Security	$19,500	$14,384	$26,040	98
33.0	Director, Information Systems	$32,700	$28,116	$36,400	25
34.0	Director, News Bureau	$19,400	$16,800	$24,300	26
35.0	Director, Auxiliary Services	$27,900	$19,708	$[illegible]460	26
36.0	Director, Admissions	$25,419	$21,580	$[illegible]150	85
37.0	Director, Foreign Students	$19,913	$17,280	$28,050	25
38.0	Director, International Studies Education	$28,050	$16,968	$33,060	5
39.0	Director, Student Financial Aid	$21,866	$17,131	$25,228	138
40.0	Director, Student Placement	$22,400	$17,170	$25,662	76
41.0	Director, Student Counseling	$25,000	$21,605	$29,155	97
42.0	Director, Student Union	$22,538	$18,186	$25,663	60
43.0	Director, Student Health Services	$21,539	$15,408	$46,698	63
44.0	Director, Student Housing	$19,247	$14,664	$26,002	61
45.0	Director, Athletics	$29,166	$25,021	$37,000	92
46.0	Director, Campus Recreation/Intramurals	$21,850	$15,984	$25,011	41
47.0	Director, Alumni Affairs	$20,800	$16,500	$25,000	49
48.0	Director, Information Office	$21,580	$17,100	$29,500	58
49.0	Director, Community Services	$26,729	$20,868	$30,000	33
50.0	Administrator, Hospital Medical Center	$69,500	$45,261	$80,000	5
51.0	Chief Planning and Budget Officer	$32,400	$22,812	$54,197	8
52.0	Chief Development and Public Relations Officer	$35,000	$29,523	$44,000	24
53.0	Director, Personnel and Affirmative Action	$21,144	$16,535	$29,049	30
54.0	Director, Admissions and Financial Aid	$22,854	$16,125	$34,200	10
55.0	Director, Housing and Food Services	$32,580	$28,500	$37,000	8
56.0	Director, Development and Alumni Affairs	$27,000	$21,619	$31,200	14
57.0	Dean, Architecture	$44,000	$33,780	$45,000	13
58.0	Dean, Agriculture	$37,615	$28,950	$52,621	21
59.0	Dean, Arts and Letters	$37,224	$27,301	$41,280	20
60.0	Dean, Arts and Sciences	$38,887	$30,000	$43,200	50
61.0	Dean, Business	$34,800	$28,258	$44,240	84
62.0	Dean, Communications	$34,800	$26,105	$40,000	14
63.0	Dean, Continuing Education	$33,781	$26,600	$39,060	58
65.0	Dean, Education	$37,615	$30,000	$43,728	64
66.0	Dean, Engineering	$46,980	$40,000	$52,837	29
68.0	Dean, Extension	$42,865	$26,500	$48,492	5
69.0	Dean, Fine Arts	$34,500	$26,843	$41,988	34
70.0	Dean, Graduate Programs	$41,280	$32,256	$47,500	44
71.0	Dean, Health Related Professions	$30,545	$29,729	$48,509	14
72.0	Dean, Home Economics	$38,110	$29,767	$48,200	13
73.0	Dean, Humanities	$31,440	$25,872	$40,381	27
74.0	Dean, Instruction	$34,180	$31,605	$38,912	6
75.0	Dean, Law	$50,000	$48,000	$57,500	17
76.0	Dean, Library and Information Sciences	$41,400	$38,100	$45,500	9
77.0	Dean, Mathematics	$28,824	$24,539	$35,468	20
78.0	Dean, Medicine	$72,000	$68,000	$80,000	6
79.0	Dean, Music	$39,335	$33,000	$44,000	13
80.0	Dean, Nursing	$32,500	$24,247	$43,756	35
81.0	Dean, Occupation Studies/Vocational Education/Technology	$29,664	$26,000	$33,781	45
82.0	Dean, Pharmacy	$44,200	$38,887	$54,599	8
84.0	Dean, Sciences	$34,000	$27,456	$43,454	45
85.0	Dean, Social Sciences	$28,576	$26,529	$34,350	30
86.0	Dean, Social Work	$40,000	$28,821	$46,000	11
87.0	Dean, Special Programs	$28,200	$18,000	$35,000	6
88.0	Dean, Undergraduate Programs	$38,450	$32,400	$44,000	6

Table 74
INSTITUTIONS OF THE MIDWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 457.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,530	$43,680	$65,800	44
2.0	Chief Executive Officer, Single Institution	$45,440	$37,500	$56,508	407
3.0	Executive Vice President	$37,500	$31,960	$46,500	93
4.0	Chief Academic Officer	$36,233	$29,532	$45,445	403
5.0	Chief Business Officer	$34,376	$27,000	$43,500	406
6.0	Chief Student Affairs Officer	$29,569	$24,000	$38,000	403
7.0	Chief Development Officer	$30,465	$25,000	$36,754	222
8.0	Chief Public Relations Officer	$24,150	$18,000	$33,240	210
9.0	Chief Planning Officer	$35,202	$30,700	$44,400	75
10.0	Director, Personnel/Human Resources	$28,570	$22,500	$34,200	161
11.0	Chief Health Professions Officer	$35,800	$27,875	$64,920	34
12.0	Chief Budgeting Officer	$32,930	$28,003	$40,000	102
13.0	Director, Legal Services	$38,420	$30,000	$47,257	45
14.0	Registrar	$22,000	$17,000	$28,484	371
15.0	Director, Church Relations	$18,000	$14,200	$23,000	51
16.0	Director, Learning Resources Center	$25,000	$19,440	$32,470	131
17.0	Director, Library Services	$24,640	$19,220	$32,330	358
18.0	Director, Computer Services	$26,500	$21,594	$33,000	271
19.0	Director, Educational Media Services	$22,450	$17,010	$29,200	117
20.0	Director, Institutional Research	$28,300	$22,450	$34,112	139
21.0	Director, Special and Deferred Gifts	$23,760	$20,800	$27,300	86
22.0	Administrator, Grants and Contracts	$27,000	$22,000	$33,000	117
23.0	Director, Affirmative Action/Equal Employment	$26,500	$21,308	$31,031	116
24.0	Director, Employee Training	$23,125	$17,975	$28,753	27
25.0	Comptroller	$27,177	$21,000	$33,000	247
26.0	Director, Internal Audit	$26,580	$21,112	$30,500	71
27.0	Bursar	$20,575	$17,971	$27,004	76
28.0	Director, Food Services	$22,150	$17,952	$26,064	117
29.0	Director, Physical Plant	$24,227	$18,894	$31,500	372
30.0	Director, Purchasing	$23,602	$18,000	$28,760	198
31.0	Director, Bookstore	$15,985	$11,900	$21,016	252
32.0	Director, Campus Security	$20,076	$15,550	$24,856	195
33.0	Director, Information Systems	$31,400	$25,063	$37,545	70
34.0	Director, News Bureau	$18,262	$14,750	$23,540	83
35.0	Director, Auxiliary Services	$31,100	$25,730	$35,000	67
36.0	Director, Admissions	$24,550	$20,000	$29,760	302
37.0	Director, Foreign Students	$21,380	$17,990	$23,894	73
38.0	Director, International Studies Education	$31,015	$25,100	$40,000	35
39.0	Director, Student Financial Aid	$20,796	$16,060	$25,704	363
40.0	Director, Student Placement	$20,311	$16,632	$25,636	273
41.0	Director, Student Counseling	$25,000	$19,900	$30,337	247
42.0	Director, Student Union	$22,244	$15,680	$28,400	179
43.0	Director, Student Health Services	$21,269	$14,500	$44,000	159
44.0	Director, Student Housing	$18,000	$14,000	$23,900	185
45.0	Director, Athletics	$27,779	$22,101	$34,300	262
46.0	Director, Campus Recreation/Intramurals	$20,064	$14,550	$26,000	90
47.0	Director, Alumni Affairs	$19,300	$15,000	$24,300	198
48.0	Director, Information Office	$21,700	$17,760	$27,175	143
49.0	Director, Community Services	$25,880	$22,000	$31,200	98
50.0	Administrator, Hospital Medical Center	$55,000	$42,000	$63,100	17
51.0	Chief Planning and Budget Officer	$34,412	$28,750	$46,164	26
52.0	Chief Development and Public Relations Officer	$34,550	$27,570	$43,680	55
53.0	Director, Personnel and Affirmative Action	$23,052	$18,800	$30,180	52
54.0	Director, Admissions and Financial Aid	$26,000	$21,084	$31,132	33
55.0	Director, Housing and Food Services	$33,000	$30,250	$39,174	15
56.0	Director, Development and Alumni Affairs	$29,500	$20,000	$34,668	30
57.0	Dean, Architecture	$47,520	$39,288	$51,250	15
58.0	Dean, Agriculture	$39,200	$28,040	$55,000	28
59.0	Dean, Arts and Letters	$36,060	$28,733	$40,810	37
60.0	Dean, Arts and Sciences	$40,576	$34,464	$47,400	113
61.0	Dean, Business	$36,350	$29,333	$46,123	182
62.0	Dean, Communications	$28,772	$25,440	$39,000	47
63.0	Dean, Continuing Education	$30,600	$25,400	$39,740	145
64.0	Dean, Dentistry	$59,000	$55,992	$63,000	16
65.0	Dean, Education	$40,512	$30,932	$46,900	125
66.0	Dean, Engineering	$43,560	$31,800	$53,678	68
67.0	Dean, Experimental Programs	$28,857	$19,156	$36,132	12
68.0	Dean, Extension	$33,750	$27,666	$43,120	26
69.0	Dean, Fine Arts	$34,825	$27,000	$43,600	65
70.0	Dean, Graduate Programs	$40,543	$36,000	$48,012	101
71.0	Dean, Health Related Professions	$33,500	$26,664	$42,700	61
72.0	Dean, Home Economics	$35,300	$24,620	$47,500	27
73.0	Dean, Humanities	$30,141	$25,938	$34,420	51
74.0	Dean, Instruction	$35,000	$31,200	$38,490	10
75.0	Dean, Law	$56,400	$52,000	$62,000	38
76.0	Dean, Library and Information Sciences	$39,600	$33,000	$43,050	25
77.0	Dean, Mathematics	$30,933	$27,250	$36,707	30
78.0	Dean, Medicine	$75,000	$65,000	$81,000	25
79.0	Dean, Music	$31,220	$25,000	$42,180	33
80.0	Dean, Nursing	$32,552	$27,400	$41,076	89
81.0	Dean, Occupation Studies/Vocational Education/Technology	$34,100	$28,000	$38,895	70
82.0	Dean, Pharmacy	$48,500	$41,856	$54,500	20
83.0	Dean, Public Health	$54,000	$38,060	$56,700	5
84.0	Dean, Sciences	$30,244	$26,667	$37,500	69
85.0	Dean, Social Sciences	$30,722	$25,133	$34,976	67
86.0	Dean, Social Work	$39,549	$28,187	$49,500	26
87.0	Dean, Special Programs	$24,933	$21,500	$28,434	15
88.0	Dean, Undergraduate Programs	$36,948	$32,800	$46,217	15
89.0	Dean, Veterinary Medicine	$54,800	$51,000	$56,000	9

Table 75

INSTITUTIONS OF THE SOUTHERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 298.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,600	$42,000	$62,886	32
2.0	Chief Executive Officer, Single Institution	$46,428	$37,385	$52,300	265
3.0	Executive Vice President	$35,765	$30,480	$45,000	80
4.0	Chief Academic Officer	$35,038	$30,000	$43,680	274
5.0	Chief Business Officer	$33,360	$27,553	$40,990	273
6.0	Chief Student Affairs Officer	$29,400	$24,050	$34,920	262
7.0	Chief Development Officer	$29,796	$24,750	$35,292	152
8.0	Chief Public Relations Officer	$21,935	$17,414	$31,838	150
9.0	Chief Planning Officer	$31,640	$24,266	$37,208	77
10.0	Director, Personnel/Human Resources	$25,050	$18,216	$30,974	123
11.0	Chief Health Professions Officer	$43,367	$24,315	$68,500	30
12.0	Chief Budgeting Officer	$27,500	$21,571	$35,350	81
13.0	Director, Legal Services	$34,680	$29,328	$39,500	41
14.0	Registrar	$22,586	$17,540	$28,970	243
15.0	Director, Church Relations	$20,000	$15,885	$24,360	30
16.0	Director, Learning Resources Center	$25,500	$20,977	$28,350	90
17.0	Director, Library Services	$24,524	$19,000	$31,538	247
18.0	Director, Computer Services	$25,306	$20,865	$30,415	188
19.0	Director, Educational Media Services	$21,200	$17,000	$25,242	80
20.0	Director, Institutional Research	$26,500	$22,300	$31,204	125
21.0	Director, Special and Deferred Gifts	$22,800	$20,300	$28,000	48
22.0	Administrator, Grants and Contracts	$27,500	$20,411	$35,364	91
23.0	Director, Affirmative Action/Equal Employment	$26,350	$21,454	$30,450	63
24.0	Director, Employee Training	$22,278	$17,540	$25,000	19
25.0	Comptroller	$24,994	$19,290	$29,930	160
26.0	Director, Internal Audit	$23,556	$19,795	$27,792	69
27.0	Bursar	$20,845	$16,400	$27,214	50
28.0	Director, Food Services	$21,161	$16,000	$26,000	77
29.0	Director, Physical Plant	$22,992	$18,362	$29,700	229
30.0	Director, Purchasing	$19,400	$15,104	$25,300	162
31.0	Director, Bookstore	$14,670	$11,440	$19,570	200
32.0	Director, Campus Security	$17,215	$13,200	$23,050	162
33.0	Director, Information Systems	$30,000	$24,525	$37,104	38
34.0	Director, News Bureau	$17,000	$14,400	$21,050	48
35.0	Director, Auxiliary Services	$25,200	$19,400	$30,253	79
36.0	Director, Admissions	$22,140	$17,850	$26,565	187
37.0	Director, Foreign Students	$19,000	$15,506	$20,700	41
38.0	Director, International Studies Education	$27,120	$24,217	$37,300	20
39.0	Director, Student Financial Aid	$19,405	$16,000	$23,330	250
40.0	Director, Student Placement	$19,892	$15,766	$24,151	171
41.0	Director, Student Counseling	$23,100	$18,533	$27,000	172
42.0	Director, Student Union	$20,205	$15,800	$24,000	108
43.0	Director, Student Health Services	$19,923	$13,100	$43,000	104
44.0	Director, Student Housing	$19,238	$14,040	$22,650	117
45.0	Director, Athletics	$27,213	$22,000	$33,020	158
46.0	Director, Campus Recreation/Intramurals	$18,400	$15,116	$25,224	83
47.0	Director, Alumni Affairs	$19,120	$14,400	$24,075	141
48.0	Director, Information Office	$21,600	$16,000	$27,132	74
49.0	Director, Community Services	$25,000	$21,600	$28,750	71
50.0	Administrator, Hospital Medical Center	$56,102	$39,055	$62,700	11
51.0	Chief Planning and Budget Officer	$34,000	$28,087	$40,000	12
52.0	Chief Development and Public Relations Officer	$29,419	$22,680	$37,500	33
53.0	Director, Personnel and Affirmative Action	$21,200	$17,750	$25,908	45
54.0	Director, Admissions and Financial Aid	$26,000	$20,028	$30,525	21
56.0	Director, Development and Alumni Affairs	$22,800	$20,330	$28,500	18
57.0	Dean, Architecture	$44,000	$42,300	$49,320	14
58.0	Dean, Agriculture	$37,470	$30,796	$50,600	20
59.0	Dean, Arts and Letters	$36,221	$32,815	$46,000	13
60.0	Dean, Arts and Sciences	$36,500	$30,000	$43,500	96
61.0	Dean, Business	$36,900	$28,654	$43,600	132
62.0	Dean, Communications	$35,176	$29,500	$43,549	20
63.0	Dean, Continuing Education	$30,972	$25,044	$35,900	104
64.0	Dean, Dentistry	$59,300	$36,291	$64,242	14
65.0	Dean, Education	$37,650	$31,500	$44,577	103
66.0	Dean, Engineering	$43,000	$29,349	$50,400	49
68.0	Dean, Extension	$32,815	$22,500	$37,500	22
69.0	Dean, Fine Arts	$30,612	$24,600	$37,500	34
70.0	Dean, Graduate Programs	$38,540	$35,000	$48,000	77
71.0	Dean, Health Related Professions	$35,907	$29,574	$45,568	40
72.0	Dean, Home Economics	$35,836	$29,000	$42,700	22
73.0	Dean, Humanities	$28,339	$22,586	$31,000	56
74.0	Dean, Instruction	$32,040	$29,715	$33,650	7
75.0	Dean, Law	$54,500	$52,399	$59,195	24
76.0	Dean, Library and Information Sciences	$35,500	$31,471	$39,924	21
77.0	Dean, Mathematics	$29,100	$19,962	$35,000	32
78.0	Dean, Medicine	$76,341	$68,500	$84,000	17
79.0	Dean, Music	$31,070	$26,600	$39,679	32
80.0	Dean, Nursing	$35,000	$28,785	$43,113	67
81.0	Dean, Occupation Studies/Vocational Education/Technology	$30,610	$27,000	$36,800	49
82.0	Dean, Pharmacy	$50,100	$45,265	$51,873	13
84.0	Dean, Sciences	$31,200	$25,500	$37,500	62
85.0	Dean, Social Sciences	$27,000	$21,067	$34,409	52
86.0	Dean, Social Work	$33,255	$26,995	$46,200	26
87.0	Dean, Special Programs	$25,370	$21,624	$27,607	28
88.0	Dean, Undergraduate Programs	$35,000	$29,700	$39,200	11
89.0	Dean, Veterinary Medicine	$54,891	$47,500	$58,800	10

Table 76
INSTITUTIONS OF THE EASTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 434.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,724	$46,425	$61,000	25
2.0	Chief Executive Officer, Single Institution	$48,249	$41,592	$56,408	387
3.0	Executive Vice President	$39,174	$30,128	$48,500	111
4.0	Chief Academic Officer	$37,450	$30,996	$45,000	377
5.0	Chief Business Officer	$35,129	$28,069	$43,750	370
6.0	Chief Student Affairs Officer	$31,200	$25,000	$37,600	372
7.0	Chief Development Officer	$32,500	$26,000	$40,110	216
8.0	Chief Public Relations Officer	$23,760	$17,739	$31,090	222
9.0	Chief Planning Officer	$33,976	$28,500	$41,100	87
10.0	Director, Personnel/Human Resources	$25,584	$20,100	$33,587	200
11.0	Chief Health Professions Officer	$46,000	$27,000	$62,680	35
12.0	Chief Budgeting Officer	$28,789	$23,765	$34,905	118
13.0	Director, Legal Services	$34,451	$27,416	$41,470	43
14.0	Registrar	$22,946	$17,600	$27,500	386
15.0	Director, Church Relations	$18,500	$14,475	$24,412	34
16.0	Director, Learning Resources Center	$25,813	$20,295	$30,141	112
17.0	Director, Library Services	$26,800	$20,600	$33,000	356
18.0	Director, Computer Services	$27,500	$22,553	$33,947	260
19.0	Director, Educational Media Services	$21,600	$17,100	$26,756	125
20.0	Director, Institutional Research	$25,590	$20,500	$32,000	155
21.0	Director, Special and Deferred Gifts	$23,350	$18,678	$30,000	76
22.0	Administrator, Grants and Contracts	$26,500	$20,000	$33,365	140
23.0	Director, Affirmative Action/Equal Employment	$25,060	$20,225	$29,000	125
24.0	Director, Employee Training	$25,089	$21,000	$29,400	20
25.0	Comptroller	$26,716	$21,958	$33,000	260
26.0	Director, Internal Audit	$26,929	$21,500	$30,750	63
27.0	Bursar	$18,300	$15,050	$22,981	140
28.0	Director, Food Services	$23,696	$18,500	$29,565	103
29.0	Director, Physical Plant	$25,200	$20,000	$30,500	363
30.0	Director, Purchasing	$21,925	$17,611	$26,000	195
31.0	Director, Bookstore	$15,600	$12,600	$20,190	202
32.0	Director, Campus Security	$19,867	$16,135	$24,000	247
33.0	Director, Information Systems	$31,350	$26,250	$37,581	85
34.0	Director, News Bureau	$20,000	$16,100	$25,637	70
35.0	Director, Auxiliary Services	$27,456	$20,145	$33,781	80
36.0	Director, Admissions	$25,000	$21,345	$30,000	338
37.0	Director, Foreign Students	$20,720	$17,015	$24,000	49
38.0	Director, International Studies Education	$28,230	$23,909	$36,000	29
39.0	Director, Student Financial Aid	$20,460	$16,955	$24,831	367
40.0	Director, Student Placement	$20,450	$16,900	$24,000	291
41.0	Director, Student Counseling	$23,600	$19,096	$28,484	248
42.0	Director, Student Union	$20,187	$16,274	$26,000	163
43.0	Director, Student Health Services	$21,067	$15,240	$38,169	179
44.0	Director, Student Housing	$19,413	$15,000	$23,085	208
45.0	Director, Athletics	$27,430	$23,000	$32,418	256
46.0	Director, Campus Recreation/Intramurals	$19,225	$15,864	$23,807	76
47.0	Director, Alumni Affairs	$19,070	$15,270	$25,327	222
48.0	Director, Information Office	$21,000	$16,362	$26,203	117
49.0	Director, Community Services	$24,041	$18,500	$30,000	87
50.0	Administrator, Hospital Medical Center	$55,740	$50,635	$68,400	14
51.0	Chief Planning and Budget Officer	$36,900	$30,180	$43,553	28
52.0	Chief Development and Public Relations Officer	$32,400	$28,166	$40,486	53
53.0	Director, Personnel and Affirmative Action	$22,740	$17,300	$29,000	83
54.0	Director, Admissions and Financial Aid	$26,256	$23,220	$35,310	47
[illegible].0	Director, Housing and Food Services	$27,810	$22,000	$36,465	11
[illegible].0	Director, Development and Alumni Affairs	$28,000	$23,959	$31,650	31
57.0	Dean, Architecture	$46,000	$36,928	$52,000	11
58.0	Dean, Agriculture	$40,230	$32,113	$51,550	17
59.0	Dean, Arts and Letters	$33,773	$25,000	$38,259	24
60.0	Dean, Arts and Sciences	$38,500	$33,245	$46,000	100
61.0	Dean, Business	$36,796	$30,000	$45,856	127
62.0	Dean, Communications	$37,500	$29,218	$44,000	23
63.0	Dean, Continuing Education	$29,125	$23,370	$36,223	176
64.0	Dean, Dentistry	$63,000	$60,000	$72,317	14
65.0	Dean, Education	$38,045	$31,105	$43,445	82
66.0	Dean, Engineering	$44,470	$34,400	$53,500	60
67.0	Dean, Experimental Programs	$31,251	$31,000	$36,000	5
68.0	Dean, Extension	$35,800	$28,125	$45,958	22
69.0	Dean, Fine Arts	$38,292	$29,862	$47,100	30
70.0	Dean, Graduate Programs	$38,500	$31,320	$45,177	107
71.0	Dean, Health Related Professions	$34,562	$30,743	$39,250	50
72.0	Dean, Home Economics	$42,000	$28,421	$48,800	10
73.0	Dean, Humanities	$30,158	$25,321	$37,116	51
74.0	Dean, Instruction	$25,668	$24,938	$30,000	8
75.0	Dean, Law	$58,000	$52,000	$65,000	30
76.0	Dean, Library and Information Sciences	$41,088	$36,000	$51,895	15
77.0	Dean, Mathematics	$34,494	$27,216	$36,553	21
78.0	Dean, Medicine	$77,652	$70,300	$95,000	22
79.0	Dean, Music	$34,538	$29,862	$40,000	16
80.0	Dean, Nursing	$33,500	$27,100	$42,252	69
81.0	Dean, Occupation Studies/Vocational Education/Technology	$31,400	$25,232	$37,540	31
82.0	Dean, Pharmacy	$51,500	$47,055	$54,089	11
83.0	Dean, Public Health	$36,001	$33,234	$73,000	6
84.0	Dean, Sciences	$33,407	$28,200	$38,011	57
85.0	Dean, Social Sciences	$29,857	$24,517	$35,000	58
86.0	Dean, Social Work	$38,236	$29,241	$47,000	25
87.0	Dean, Special Programs	$27,574	$24,859	$32,246	22
88.0	Dean, Undergraduate Programs	$38,500	$29,127	$45,000	19

Table 77

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.0	Chief Executive Officer, System	$55,000		64	$56,340	2.4%	77
2.0	Chief Executive Officer, Single Institution	$45,425		423	$48,500	6.8%	924
3.0	Executive Vice President	$40,305	4.3%	223	$38,650		139
4.0	Chief Academic Officer	$36,500		736	$38,000	4.1%	585
5.0	Chief Business Officer	$36,400	6.3%	596	$34,236		730
6.0	Chief Student Affairs Officer	$31,680	5.3%	667	$30,079		635
7.0	Chief Development Officer	$32,000	0.0%	248	$32,000	0.0%	443
8.0	Chief Public Relations Officer	$27,850	23.2%	238	$22,609		473
9.0	Chief Planning Officer	$34,428	3.7%	187	$33,200		100
10.0	Director, Personnel/Human Resources	$27,000	2.5%	288	$26,338		324
11.0	Chief Health Professions Officer	$51,000	65.6%	64	$30,800		67
12.0	Chief Budgeting Officer	$32,400	12.5%	243	$28,789		161
13.0	Director, Legal Services	$38,420	9.8%	49	$35,000		124
14.0	Registrar	$22,541		770	$23,971	6.3%	466
15.0	Director, Church Relations	$17,035		33	$20,000	17.4%	95
16.0	Director, Learning Resources Center	$25,836	2.4%	203	$25,220		239
17.0	Director, Library Services	$23,800		363	$27,178	14.2%	817
18.0	Director, Computer Services	$27,120	0.3%	391	$27,036		521
19.0	Director, Educational Media Services	$24,500	15.6%	154	$21,200		256
20.0	Director, Institutional Research	$28,316	7.6%	305	$26,308		221
21.0	Director, Special and Deferred Gifts	$24,300		89	$24,933	2.6%	153
22.0	Administrator, Grants and Contracts	$28,325	5.7%	248	$26,800		189
23.0	Director, Affirmative Action/Equal Employment	$26,223	2.0%	203	$25,698		174
24.0	Director, Employee Training	$23,125		52	$24,409	5.6%	43
25.0	Comptroller	$28,200	7.6%	386	$26,200		454
26.0	Director, Internal Audit	$27,300	9.2%	113	$25,000		149
27.0	Bursar	$20,575	10.6%	170	$18,598		120
28.0	Director, Food Services	$22,000		162	$22,333	1.5%	233
29.0	Director, Physical Plant	$26,017	6.9%	507	$24,331		695
30.0	Director, Purchasing	$22,400	0.9%	351	$22,200		339
31.0	Director, Bookstore	$15,970		365	$16,900	5.8%	487
32.0	Director, Campus Security	$19,600		272	$20,000	2.0%	492
33.0	Director, Information Systems	$33,000	10.0%	110	$30,000		127
34.0	Director, News Bureau	$21,672	19.7%	79	$18,100		168
35.0	Director, Auxiliary Services	$28,943	11.4%	176	$25,986		110
36.0	Director, Admissions	$25,000	3.1%	499	$24,240		470
37.0	Director, Foreign Students	$21,100	6.0%	111	$19,900		103
38.0	Director, International Studies Education	$31,015	24.9%	64	$24,840		30
39.0	Director, Student Financial Aid	$20,750	1.0%	564	$20,538		655
40.0	Director, Student Placement	$21,180	4.9%	395	$20,200		482
41.0	Director, Student Counseling	$26,472	15.6%	386	$22,900		454
42.0	Director, Student Union	$22,538	7.5%	238	$20,972		302
43.0	Director, Student Health Services	$34,164	70.8%	164	$20,000		380
44.0	Director, Student Housing	$21,577	19.9%	243	$18,000		372
45.0	Director, Athletics	$28,890	4.7%	431	$27,590		404
46.0	Director, Campus Recreation/Intramurals	$23,125	32.7%	139	$17,430		165
47.0	Director, Alumni Affairs	$20,500	5.5%	291	$19,440		346
48.0	Director, Information Office	$23,650	14.2%	155	$20,710		278
49.0	Director, Community Services	$26,729	5.4%	181	$25,359		144
50.0	Administrator, Hospital Medical Center	$46,359		19	$57,500	24.0%	30
51.0	Chief Planning and Budget Officer	$36,900	5.4%	50	$35,000		37
52.0	Chief Development and Public Relations Officer	$31,041		82	$33,500	7.9%	102
53.0	Director, Personnel and Affirmative Action	$22,909		114	$24,750	8.0%	125
54.0	Director, Admissions and Financial Aid	$28,000	8.7%	69	$25,750		52
55.0	Director, Housing and Food Services	$32,000	0.0%	28	$32,000	0.0%	21
56.0	Director, Development and Alumni Affairs	$29,670	9.9%	41	$27,000		52
57.0	Dean, Architecture	$45,000	0.1%	24	$44,954		35
58.0	Dean, Agriculture	$41,784	3.2%	52	$40,500		44
59.0	Dean, Arts and Letters	$36,060		81	$38,615	7.1%	16
60.0	Dean, Arts and Sciences	$38,600		228	$39,312	1.8%	159
61.0	Dean, Business	$34,720		319	$41,640	19.9%	251
62.0	Dean, Communications	$30,015		68	$38,529	28.4%	39
63.0	Dean, Continuing Education	$32,850	10.5%	320	$29,736		205
64.0	Dean, Dentistry	$62,000	4.7%	27	$59,200		24
65.0	Dean, Education	$37,500		219	$41,400	10.4%	184
66.0	Dean, Engineering	$44,635		141	$46,171	3.4%	89
67.0	Dean, Experimental Programs	$36,132	88.6%	17	$19,156		10
68.0	Dean, Extension	$35,417	1.8%	55	$34,800		26
69.0	Dean, Fine Arts	$33,270		103	$38,000	14.2%	70
70.0	Dean, Graduate Programs	$39,624	1.2%	270	$39,143		91
71.0	Dean, Health Related Professions	$33,750		106	$36,629	8.5%	72
72.0	Dean, Home Economics	$35,300		39	$41,000	16.1%	37
73.0	Dean, Humanities	$30,495	1.1%	157	$30,165		52
74.0	Dean, Instruction	$34,180	8.1%	26	$31,605		12
75.0	Dean, Law	$55,000		57	$55,500	0.9%	70
76.0	Dean, Library and Information Sciences	$37,000		35	$39,112	5.7%	41
77.0	Dean, Mathematics	$31,716	1.5%	77	$31,234		34
78.0	Dean, Medicine	$74,890		39	$79,586	6.3%	32
79.0	Dean, Music	$33,000		58	$35,001	6.1%	39
80.0	Dean, Nursing	$31,075		104	$35,200	13.3%	169
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,841	5.1%	136	$31,234		87
82.0	Dean, Pharmacy	$51,873	4.8%	21	$49,500		33
83.0	Dean, Public Health	$49,300	48.3%	9	$33,234		7
84.0	Dean, Sciences	$32,626		194	$34,650	6.2%	58
85.0	Dean, Social Sciences	$30,600	7.0%	176	$28,600		48
86.0	Dean, Social Work	$38,800		44	$40,000	3.1%	43
87.0	Dean, Special Programs	$27,276	5.9%	48	$25,750		27
88.0	Dean, Undergraduate Programs	$36,500		41	$42,515	16.5%	17
89.0	Dean, Veterinary Medicine	$51,504		12	$56,000	8.7%	14

Table 78
COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY MED	MINORITY DIFF	MINORITY N
2.0	Chief Executive Officer, Single Institution	$48,000	7.6%	1,277	$44,625		79
3.0	Executive Vice President	$39,968	3.0%	325	$38,811		34
4.0	Chief Academic Officer	$37,500	4.9%	1,246	$35,765		73
5.0	Chief Business Officer	$35,235	21.0%	1,264	$29,109		65
6.0	Chief Student Affairs Officer	$30,809	0.5%	1,197	$30,651		140
7.0	Chief Development Officer	$32,035	11.5%	65	$28,740		33
8.0	Chief Public Relations Officer	$24,900	15.2%	680	$21,622		32
9.0	Chief Planning Officer	$34,000	19.1%	263	$28,548		21
10.0	Director, Personnel/Human Resources	$26,800	4.0%	561	$25,765		54
11.0	Chief Health Professions Officer	$42,500	179.6%	125	$15,200		8
12.0	Chief Budgeting Officer	$30,760	23.7%	379	$24,863		20
13.0	Director, Legal Services	$35,580	51.9%	164	$23,424		8
14.0	Registrar	$23,320	6.5%	1,158	$21,900		86
16.0	Director, Learning Resources Center	$25,800		400	$25,836	0.1%	47
17.0	Director, Library Services	$26,232	11.6%	1,124	$23,500		73
18.0	Director, Computer Services	$27,054	2.9%	869	$26,280		47
19.0	Director, Educational Media Services	$21,920		391	$25,740	17.4%	23
20.0	Director, Institutional Research	$27,500	17.1%	486	$23,493		41
21.0	Director, Special and Deferred Gifts	$24,350		238	$25,750	5.7%	7
22.0	Administrator, Grants and Contracts	$28,000	11.1%	398	$25,200		38
23.0	Director, Affirmative Action/Equal Employment	$25,296		188	$26,500	4.8%	194
24.0	Director, Employee Training	$23,544		81	$24,000	1.9%	14
25.0	Comptroller	$27,300	19.2%	801	$22,910		46
26.0	Director, Internal Audit	$26,325	8.8%	241	$24,192		22
27.0	Bursar	$19,983	23.0%	286	$16,240		12
28.0	Director, Food Services	$22,500	27.8%	369	$17,604		33
29.0	Director, Physical Plant	$25,200	15.6%	1,153	$21,793		60
30.0	Director, Purchasing	$22,596	22.9%	644	$18,390		48
31.0	Director, Bookstore	$16,500	16.8%	803	$14,125		52
32.0	Director, Campus Security	$19,899		674	$20,072	0.9%	91
33.0	Director, Information Systems	$31,562	14.6%	230	$27,550		8
34.0	Director, News Bureau	$19,200	2[illegible]	242	$15,872		5
35.0	Director, Auxiliary Services	$28,626	27[illegible]	268	$22,500		18
36.0	Director, Admissions	$25,000	9.4%	900	$22,857		76
37.0	Director, Foreign Students	$20,720	6.8%	185	$19,400		37
38.0	Director, International Studies Education	$29,150	7.5%	90	$27,120		6
39.0	Director, Student Financial Aid	$20,650		1,063	$21,935	6.2%	165
40.0	Director, Student Placement	$20,883	13.6%	811	$18,375		80
41.0	Director, Student Counseling	$25,000	7.5%	759	$23,250		89
42.0	Director, Student Union	$22,000	12.1%	502	$19,620		52
43.0	Director, Student Health Services	$22,579	26.7%	524	$17,825		30
44.0	Director, Student Housing	$19,500	21.9%	571	$16,000		53
45.0	Director, Athletics	$28,133	9.5%	804	$25,698		45
46.0	Director, Campus Recreation/Intramurals	$20,220	17.6%	279	$17,200		32
47.0	Director, Alumni Affairs	$19,800	3.8%	609	$19,080		34
48.0	Director, Information Office	$21,800		431	$24,108	10.6%	8
49.0	Director, Community Services	$25,700		296	$27,956	8.8%	35
51.0	Chief Planning and Budget Officer	$36,900	31.4%	84	$28,087		6
52.0	Chief Development and Public Relations Officer	$32,744	26.9%	176	$25,813		7
53.0	Director, Personnel and Affirmative Action	$23,052		200	$25,000	8.5%	39
54.0	Director, Admissions and Financial Aid	$26,850	41.3%	117	$19,000		7
58.0	Dean, Agriculture	$43,891	23.4%	91	$35,560		8
60.0	Dean, Arts and Sciences	$39,600	16.5%	369	$33,995		22
61.0	Dean, Business	$37,590	5.8%	551	$35,535		32
62.0	Dean, Communications	$32,884	29.0%	104	$25,500		8
63.0	Dean, Continuing Education	$31,320		493	$31,980	2.1%	37
65.0	Dean, Education	$38,707	14.0%	376	$33,95[illegible]		34
66.0	Dean, Engineering	$45,348		221	$47,0[illegible]	3.6%	9
68.0	Dean, Extension	$35,417	4.1%	77	$34,008		5
69.0	Dean, Fine Arts	$35,832	25.3%	167	$28,593		13
70.0	Dean, Graduate Programs	$40,000	9.1%	334	$36,667		27
71.0	Dean, Health Related Professions	$35,532		171	$36,796	3.6%	9
72.0	Dean, Home Economics	$40,000	37.9%	71	$29,000		6
73.0	Dean, Humanities	$31,000	11.6%	189	$27,777		20
74.0	Dean, Instruction	$34,180	12.8%	31	$30,312		6
75.0	Dean, Law	$56,000	7.7%	124	$52,000		5
76.0	Dean, Library and Information Sciences	$38,500	50.0%	72	$25,661		6
77.0	Dean, Mathematics	$33,610	20.7%	97	$27,839		17
79.0	Dean, Music	$34,325	18.4%	92	$29,000		10
80.0	Dean, Nursing	$34,016	1.5%	256	$33,500		25
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,760	12.6%	213	$29,103		14
84.0	Dean, Sciences	$33,000	7.2%	243	$30,794		19
85.0	Dean, Social Sciences	$30,289	1.4%	211	$29,857		22
86.0	Dean, Social Work	$40,000	29.9%	71	$30,794		19
87.0	Dean, Special Programs	$28,077	10.7%	53	$25,370		24

Table 79
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE			FEMALE		
		MED	DIFF	N	MED	DIFF	N
2.0	Chief Executive Officer, Single Institution	$48,257	20.6%	1,267	$40,000		100
3.0	Executive Vice President	$40,300	24.5%	343	$29,970		23
4.0	Chief Academic Officer	$38,000	22.6%	1,185	$31,000		142
5.0	Chief Business Officer	$35,588	53.6%	1,265	$23,175		77
6.0	Chief Student Affairs Officer	$31,950	27.2%	1,094	$25,127		224
7.0	Chief Development Officer	$32,500	24.0%	610	$26,219		84
8.0	Chief Public Relations Officer	$28,320	52.5%	465	$18,575		257
9.0	Chief Planning Officer	$34,900	40.7%	261	$24,799		29
10.0	Director, Personnel/Human Resources	$29,705	42.8%	425	$20,807		192
11.0	Chief Health Professions Officer	$57,000	112.7%	88	$26,800		45
12.0	Chief Budgeting Officer	$31,365	32.3%	355	$23,700		50
13.0	Director, Legal Services	$36,000	9.8%	148	$32,800		28
14.0	Registrar	$26,000	45.6%	782	$17,859		475
15.0	Director, Church Relations	$20,000	42.9%	114	$14,000		15
16.0	Director, Learning Resources Center	$27,400	24.5%	292	$22,000		157
17.0	Director, Library Services	$28,909	32.9%	746	$21,753		463
18.0	Director, Computer Services	$27,600	38.1%	842	$19,980		80
19.0	Director, Educational Media Services	$23,040	58.4%	361	$14,545		58
20.0	Director, Institutional Research	$29,360	33.0%	398	$22,077		135
21.0	Director, Special and Deferred Gifts	$25,300	35.3%	213	$18,700		36
22.0	Administrator, Grants and Contracts	$30,339	44.5%	325	$21,000		118
23.0	Director, Affirmative Action/Equal Employment	$27,500	10.0%	167	$25,000		217
24.0	Director, Employee Training	$26,000	31.3%	56	$19,800		40
25.0	Comptroller	$28,500	43.2%	720	$19,900		132
26.0	Director, Internal Audit	$26,700	25.9%	242	$21,200		25
27.0	Bursar	$22,740	40.4%	179	$16,200		121
28.0	Director, Food Services	$23,744	35.7%	283	$17,500		123
29.0	Director, Physical Plant	$25,050	46.1%	1,211	$17,150		12
30.0	Director, Purchasing	$23,765	47.2%	558	$16,150		141
31.0	Director, Bookstore	$20,040	55.3%	471	$12,900		389
32.0	Director, Campus Security	$19,980	33.8%	763	$14,933		11
33.0	Director, Information Systems	$32,130	33.9%	204	$24,000		36
34.0	Director, News Bureau	$21,461	28.2%	138	$16,740		111
35.0	Director, Auxiliary Services	$28,943	52.3%	255	$19,000		33
36.0	Director, Admissions	$25,850	30.4%	787	$19,824		198
37.0	Director, Foreign Students	$22,050	20.1%	135	$18,360		88
38.0	Director, International Studies Education	$31,277	68.2%	78	$18,600		19
39.0	Director, Student Financial Aid	$22,700	32.7%	803	$17,100		439
40.0	Director, Student Placement	$23,019	33.5%	528	$17,240		369
41.0	Director, Student Counseling	$25,800	27.7%	594	$20,202		263
42.0	Director, Student Union	$23,107	47.6%	433	$15,650		125
43.0	Director, Student Health Services	$43,000	164.5%	232	$16,257		327
44.0	Director, Student Housing	$20,849	37.2%	425	$15,200		206
45.0	Director, Athletics	$28,400	32.4%	821	$21,456		37
46.0	Director, Campus Recreation/Intramurals	$20,640	19.4%	257	$17,292		56
47.0	Director, Alumni Affairs	$23,000	44.4%	376	$15,930		275
48.0	Director, Information Office	$23,731	18.7%	264	$20,000		177
49.0	Director, Community Services	$28,000	25.8%	226	$22,249		106
51.0	Chief Planning and Budget Officer	$36,900	10.9%	83	$33,280		7
52.0	Chief Development and Public Relations Officer	$35,000	25.0%	155	$28,000		31
53.0	Director, Personnel and Affirmative Action	$27,000	50.0%	143	$18,000		97
54.0	Director, Admissions and Financial Aid	$28,000	47.4%	105	$19,000		19
55.0	Director, Housing and Food Services	$32,100	15.4%	44	$27,810		6
56.0	Director, Development and Alumni Affairs	$28,166	35.4%	86	$20,800		9
59.0	Dean, Arts and Letters	$36,221	15.7%	75	$31,300		24
60.0	Dean, Arts and Sciences	$40,000	18.4%	346	$33,790		45
61.0	Dean, Business	$38,116	36.0%	531	$28,035		56
62.0	Dean, Communications	$34,150	33.0%	94	$25,672		19
63.0	Dean, Continuing Education	$32,850	40.6%	437	$23,370		97
65.0	Dean, Education	$39,429	18.5%	357	$33,278		59
67.0	Dean, Experimental Programs	$36,000	125.0%	21	$16,000		6
68.0	Dean, Extension	$35,417	28.0%	76	$27,666		6
69.0	Dean, Fine Arts	$36,350	22.6%	164	$29,640		17
70.0	Dean, Graduate Programs	$40,000	14.6%	318	$34,910		46
71.0	Dean, Health Related Professions	$38,376	24.8%	114	$30,743		66
72.0	Dean, Home Economics	$44,000	22.2%	15	$36,000		63
73.0	Dean, Humanities	$31,000	7.0%	167	$28,984		45
76.0	Dean, Library and Information Sciences	$41,800	48.2%	58	$27,660		20
77.0	Dean, Mathematics	$32,012	8.9%	99	$29,400		17
79.0	Dean, Music	$34,200	65.3%	92	$20,691		11
80.0	Dean, Nursing	$32,815		10	$34,000	3.6%	273
81.0	Dean, Occupation Studies/Vocational Education/Technology	$32,760	29.8%	214	$25,232		14
84.0	Dean, Sciences	$33,000	21.9%	236	$27,067		28
85.0	Dean, Social Sciences	$30,600	7.0%	205	$28,600		30
86.0	Dean, Social Work	$40,000	43.1%	70	$27,950		21
87.0	Dean, Special Programs	$28,077	9.7%	48	$25,600		30
88.0	Dean, Undergraduate Programs	$38,450	5.3%	41	$36,500		18

Table 80
FOUR YEAR SALARY COMPARISON FOR ALL INSTITUTIONS

POS	TITLE	1978 MED	1979 MED	78v79 CHNG	1980 MED	79v80 CHNG	1981 MED	80v81 CHNG	78v81 COMP CHNG
1.0	Chief Executive Officer, System	$40,000	$47,432	18.6%	$51,735	9.1%	$56,100	8.4%	11.9%
2.0	Chief Executive Officer, Single Institution	$38,720	$40,000	3.3%	$43,870	9.7%	$47,610	8.5%	7.1%
3.0	Executive Vice President	$32,850	$35,968	9.5%	$37,500	4.2%	$39,000	4.0%	5.9%
4.0	Chief Academic Officer	$30,000	$32,000	6.7%	$34,279	7.1%	$37,200	8.5%	7.4%
5.0	Chief Business Officer	$27,000	$29,500	9.3%	$32,000	8.5%	$35,000	9.4%	9.0%
6.0	Chief Student Affairs Officer	$24,400	$26,500	8.6%	$28,665	8.2%	$30,756	7.3%	8.0%
7.0	Chief Development Officer	$25,000	$26,748	7.0%	$28,500	6.6%	$31,400	10.2%	7.9%
8.0	Chief Public Relations Officer	$19,500	$20,000	2.6%	$21,000	5.0%	$24,500	16.7%	7.9%
9.0	Chief Planning Officer	$28,500	$29,750	4.4%	$32,000	7.6%	$33,768	5.5%	5.8%
10.0	Director, Personnel/Human Resources	$20,800	$22,620	8.8%	$24,497	8.3%	$26,474	8.1%	8.4%
11.0	Chief Health Professions Officer	$34,760	$37,857	8.9%	$40,000	5.7%	$39,003	-2.5%	3.9%
12.0	Chief Budgeting Officer	$25,286	$25,400	0.5%	$28,000	10.2%	$30,324	8.3%	6.2%
13.0	Director, Legal Services	$27,200	$29,650	9.0%	$32,750	10.5%	$35,000	6.9%	8.8%
14.0	Registrar	$18,590	$19,600	5.4%	$21,210	8.2%	$23,151	9.2%	7.6%
17.0	Director, Library Services	$20,520	$22,102	7.7%	$24,346	10.2%	$26,035	6.9%	8.3%
18.0	Director, Computer Services	$21,460	$23,500	9.5%	$25,000	6.4%	$27,000	8.0%	8.0%
20.0	Director, Institutional Research	$23,000	$24,150	5.0%	$25,417	5.2%	$27,034	6.4%	5.5%
23.0	Director, Affirmative Action/Equal Employment	$20,500	$21,500	4.9%	$23,976	11.5%	$25,963	8.3%	8.2%
25.0	Comptroller	$21,650	$23,326	7.7%	$24,744	6.1%	$27,000	9.1%	7.6%
28.0	Director, Food Services	$17,469	$18,800	7.6%	$20,148	7.2%	$22,125	9.8%	8.2%
29.0	Director, Physical Plant	$19,500	$21,048	7.9%	$22,942	9.0%	$25,000	9.0%	8.6%
30.0	Director, Purchasing	$17,060	$18,876	10.6%	$20,196	7.0%	$22,200	9.9%	9.2%
31.0	Director, Bookstore	$12,700	$14,073	10.8%	$15,165	7.8%	$16,440	8.4%	9.0%
33.0	Director, Information Systems	$24,935	$25,838	3.6%	$28,592	10.7%	$31,478	10.1%	8.1%
36.0	Director, Admissions	$20,000	$21,000	5.0%	$22,620	7.7%	$24,611	8.8%	7.2%
39.0	Director, Student Financial Aid	$17,000	$18,020	6.0%	$19,500	8.2%	$20,733	6.3%	6.8%
40.0	Director, Student Placement	$17,294	$18,119	4.8%	$19,250	6.2%	$20,671	7.4%	6.1%
41.0	Director, Student Counseling	$20,202	$21,475	6.3%	$22,800	6.2%	$24,700	8.3%	6.9%
42.0	Director, Student Union	$17,460	$18,600	6.5%	$20,000	7.5%	$21,600	8.0%	7.3%
44.0	Director, Student Housing	$16,000	$16,800	5.0%	$17,795	5.9%	$19,177	7.8%	6.2%
45.0	Director, Athletics	$21,500	$23,793	10.7%	$25,942	9.0%	$28,050	8.1%	9.3%
48.0	Director, Information Office	$17,600	$19,000	8.0%	$19,800	4.2%	$21,809	10.1%	7.4%
49.0	Director, Community Services	$22,000	$23,582	7.2%	$24,000	1.8%	$25,670	7.0%	5.3%
57.0	Dean, Architecture	$34,000	$39,750	16.9%	$42,000	5.7%	$44,954	7.0%	9.8%
58.0	Dean, Agriculture	$33,420	$35,976	7.6%	$37,500	4.2%	$41,784	11.4%	7.7%
60.0	Dean, Arts and Sciences	$34,000	$33,972	9.6%	$36,700	8.0%	$39,000	6.3%	8.0%
61.0	Dean, Business	$29,900	$32,436	8.5%	$33,622	3.7%	$37,163	10.5%	7.5%
64.0	Dean, Dentistry	$42,120	$51,500	22.3%	$54,000	4.9%	$60,000	11.1%	12.5%
65.0	Dean, Education	$31,500	$34,000	7.9%	$35,333	3.9%	$38,494	8.9%	6.9%
66.0	Dean, Engineering	$36,000	$38,700	7.5%	$41,316	6.8%	$45,348	9.8%	8.0%
68.0	Dean, Extension	$28,008	$30,852	10.2%	$33,500	8.6%	$35,016	4.5%	7.7%
69.0	Dean, Fine Arts	$28,433	$31,500	10.8%	$32,165	2.1%	$35,692	11.0%	7.9%
70.0	Dean, Graduate Programs	$32,083	$34,668	8.1%	$36,800	6.1%	$39,500	7.3%	7.2%
72.0	Dean, Home Economics	$29,051	$32,004	10.2%	$33,192	3.7%	$38,110	14.8%	9.5%
75.0	Dean, Law	$44,000	$48,000	9.1%	$50,000	4.2%	$56,000	12.0%	8.4%
78.0	Dean, Medicine	$54,750	$63,500	16.0%	$68,400	7.7%	$76,837	12.3%	12.0%
79.0	Dean, Music	$25,685	$29,056	13.1%	$29,370	1.1%	$33,600	14.4%	9.4%
80.0	Dean, Nursing	$25,300	$30,000	18.6%	$30,000	0.0%	$34,000	13.3%	10.4%
82.0	Dean, Pharmacy	$39,976	$44,390	11.0%	$45,580	2.7%	$50,000	9.7%	7.7%
86.0	Dean, Social Work	$27,000	$35,976	33.2%	$35,296	-1.9%	$38,827	10.0%	12.9%

Table 81
ALL INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,498.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.8%	73.0%	88.3%	363
4.0	Chief Academic Officer	79.9%	71.4%	86.7%	1,340
5.0	Chief Business Officer	73.7%	65.4%	81.7%	1,350
6.0	Chief Student Affairs Officer	65.8%	55.5%	74.7%	1,312
7.0	Chief Development Officer	64.0%	55.4%	74.3%	712
8.0	Chief Public Relations Officer	49.5%	39.8%	59.4%	711
9.0	Chief Planning Officer	65.5%	55.2%	76.7%	291
10.0	Director, Personnel/Human Resources	48.5%	39.4%	58.4%	612
11.0	Chief Health Professions Officer	73.5%	58.8%	93.2%	132
12.0	Chief Budgeting Officer	54.2%	46.7%	62.2%	396
13.0	Director, Legal Services	60.5%	50.0%	69.3%	169
14.0	Registrar	47.1%	39.1%	56.5%	1,249
15.0	Director, Church Relations	42.6%	30.4%	52.9%	126
16.0	Director, Learning Resources Center	56.3%	45.9%	65.6%	449
17.0	Director, Library Services	55.3%	46.3%	65.0%	1,195
18.0	Director, Computer Services	53.2%	44.5%	61.8%	915
19.0	Director, Educational Media Services	44.8%	35.3%	53.1%	415
20.0	Director, Institutional Research	53.6%	44.7%	62.5%	534
21.0	Director, Special and Deferred Gifts	45.7%	37.7%	55.6%	245
22.0	Administrator, Grants and Contracts	49.3%	40.5%	59.9%	430
23.0	Director, Affirmative Action/Equal Employment	45.2%	36.7%	53.3%	381
24.0	Director, Employee Training	35.7%	31.1%	44.2%	93
25.0	Comptroller	52.1%	44.8%	60.0%	847
26.0	Director, Internal Audit	42.9%	36.9%	49.7%	264
27.0	Bursar	36.9%	30.9%	44.5%	295
28.0	Director, Food Services	43.8%	37.5%	50.8%	399
29.0	Director, Physical Plant	50.8%	43.8%	58.5%	1,211
30.0	Director, Purchasing	40.9%	34.0%	48.5%	693
31.0	Director, Bookstore	33.3%	27.4%	41.4%	856
32.0	Director, Campus Security	36.7%	30.4%	44.4%	764
33.0	Director, Information Systems	53.6%	44.6%	62.9%	236
34.0	Director, News Bureau	35.6%	29.1%	44.5%	242
35.0	Director, Auxiliary Services	49.9%	42.1%	57.7%	281
36.0	Director, Admissions	49.9%	42.8%	57.2%	986
37.0	Director, Foreign Students	35.4%	30.6%	45.3%	220
38.0	Director, International Studies Education	52.4%	42.1%	65.5%	95
39.0	Director, Student Financial Aid	42.5%	36.0%	49.8%	1,224
40.0	Director, Student Placement	40.3%	33.4%	49.3%	882
41.0	Director, Student Counseling	49.2%	40.0%	59.0%	851
42.0	Director, Student Union	41.4%	32.6%	49.9%	557
43.0	Director, Student Health Services	45.9%	31.8%	69.7%	549
44.0	Director, Student Housing	36.4%	29.1%	44.7%	622
45.0	Director, Athletics	56.3%	46.2%	66.1%	849
46.0	Director, Campus Recreation/Intramurals	37.5%	30.0%	46.1%	314
47.0	Director, Alumni Affairs	39.4%	31.7%	46.2%	654
48.0	Director, Information Office	41.3%	34.3%	49.6%	437
49.0	Director, Community Services	55.4%	42.5%	68.0%	335
50.0	Administrator, Hospital Medical Center	84.4%	65.7%	95.8%	49
51.0	Chief Planning and Budget Officer	69.3%	60.4%	78.5%	86
52.0	Chief Development and Public Relations Officer	66.7%	59.1%	77.3%	185
53.0	Director, Personnel and Affirmative Action	46.9%	37.5%	56.8%	237
54.0	Director, Admissions and Financial Aid	56.2%	48.5%	63.5%	119
55.0	Director, Housing and Food Services	51.5%	44.6%	59.7%	47
56.0	Director, Development and Alumni Affairs	53.0%	47.3%	61.1%	96
57.0	Dean, Architecture	70.1%	58.7%	76.0%	58
58.0	Dean, Agriculture	75.9%	67.0%	84.7%	99
59.0	Dean, Arts and Letters	70.9%	59.7%	77.9%	100
60.0	Dean, Arts and Sciences	72.2%	62.8%	80.2%	387
61.0	Dean, Business	71.2%	62.9%	79.0%	577
62.0	Dean, Communications	65.1%	57.7%	72.9%	108
63.0	Dean, Continuing Education	61.1%	51.5%	69.8%	529
64.0	Dean, Dentistry	82.7%	74.1%	99.3%	51
65.0	Dean, Education	71.5%	62.0%	77.9%	414
66.0	Dean, Engineering	73.6%	62.3%	84.4%	230
67.0	Dean, Experimental Programs	62.9%	46.7%	71.3%	27
68.0	Dean, Extension	63.8%	56.6%	75.8%	82
69.0	Dean, Fine Arts	67.4%	58.4%	76.9%	179
70.0	Dean, Graduate Programs	71.3%	61.7%	79.0%	362
71.0	Dean, Health Related Professions	66.3%	61.8%	76.7%	181
72.0	Dean, Home Economics	65.1%	56.2%	75.7%	75
73.0	Dean, Humanities	66.2%	56.7%	73.5%	212
74.0	Dean, Instruction	72.9%	61.0%	77.8%	37
75.0	Dean, Law	84.9%	76.5%	95.0%	127
76.0	Dean, Library and Information Sciences	64.1%	55.8%	72.7%	76
77.0	Dean, Mathematics	64.0%	54.5%	74.1%	115
78.0	Dean, Medicine	108.0%	94.3%	125.6%	71
79.0	Dean, Music	60.7%	51.6%	72.3%	99
80.0	Dean, Nursing	65.1%	58.0%	74.1%	280
81.0	Dean, Occupation Studies/Vocational Education/Technology	69.3%	63.5%	76.5%	282
82.0	Dean, Pharmacy	75.2%	64.4%	83.2%	57
83.0	Dean, Public Health	72.1%	64.2%	84.5%	16
84.0	Dean, Sciences	70.0%	61.6%	77.8%	264
85.0	Dean, Social Sciences	64.1%	55.2%	72.6%	233
86.0	Dean, Social Work	67.6%	56.8%	75.5%	93
87.0	Dean, Special Programs	56.4%	45.0%	66.3%	79
88.0	Dean, Undergraduate Programs	64.9%	54.0%	71.6%	61
89.0	Dean, Veterinary Medicine	81.6%	74.0%	86.0%	29

Table 82
PUBLIC INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 834.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	82.9%	75.6%	89.4%	196
4.0	Chief Academic Officer	82.6%	76.1%	89.2%	736
5.0	Chief Business Officer	76.1%	68.1%	82.9%	753
6.0	Chief Student Affairs-Officer	71.3%	64.1%	78.5%	733
7.0	Chief Development Officer	62.5%	54.6%	71.3%	250
8.0	Chief Public Relations Officer	53.2%	45.1%	65.4%	368
9.0	Chief Planning Officer	69.8%	57.9%	78.6%	195
10.0	Director, Personnel/Human Resources	52.3%	44.4%	61.2%	409
11.0	Chief Health Professions Officer	75.9%	62.1%	100.0%	87
12.0	Chief Budgeting Officer	54.9%	48.0%	62.4%	303
13.0	Director, Legal Services	60.5%	50.9%	70.0%	127
14.0	Registrar	52.6%	44.9%	61.2%	644
15.0	Director, Church Relations	42.1%	39.9%	51.5%	5
16.0	Director, Learning Resources Center	59.5%	51.3%	67.5%	334
17.0	Director, Library Services	60.9%	53.6%	69.2%	582
18.0	Director, Computer Services	57.9%	50.5%	64.9%	563
19.0	Director, Educational Media Services	48.5%	41.1%	57.3%	271
20.0	Director, Institutional Research	54.8%	46.4%	64.0%	390
21.0	Director, Special and Deferred Gifts	44.6%	37.6%	54.4%	58
22.0	Administrator, Grants and Contracts	53.3%	44.5%	63.6%	290
23.0	Director, Affirmative Action/Equal Employment	47.0%	40.4%	54.1%	301
24.0	Director, Employee Training	36.8%	31.1%	45.4%	83
25.0	Comptroller	55.9%	48.8%	62.2%	445
26.0	Director, Internal Audit	44.2%	38.9%	50.3%	200
27.0	Bursar	39.3%	33.7%	46.5%	170
28.0	Director, Food Services	44.3%	37.9%	49.9%	220
29.0	Director, Physical Plant	55.0%	47.9%	60.9%	658
30.0	Director, Purchasing	43.5%	37.3%	50.4%	476
31.0	Director, Bookstore	37.8%	31.6%	43.9%	448
32.0	Director, Campus Security	40.8%	34.4%	47.9%	460
33.0	Director, Information Systems	57.7%	49.6%	66.0%	159
34.0	Director, News Bureau	40.9%	32.8%	46.8%	118
35.0	Director, Auxiliary Services	52.6%	45.6%	59.8%	193
36.0	Director, Admissions	50.8%	44.7%	59.1%	482
37.0	Director, Foreign Students	36.4%	31.9%	48.0%	134
38.0	Director, International Studies Education	53.9%	47.5%	67.9%	66
39.0	Director, Student Financial Aid	45.6%	39.4%	52.6%	674
40.0	Director, Student Placement	45.4%	37.9%	52.7%	471
41.0	Director, Student Counseling	54.2%	46.6%	62.1%	513
42.0	Director, Student Union	45.9%	38.5%	54.2%	359
43.0	Director, Student Health Services	60.1%	40.0%	79.6%	302
44.0	Director, Student Housing	42.7%	36.1%	49.5%	287
45.0	Director, Athletics	61.5%	54.7%	70.1%	457
46.0	Director, Campus Recreation/Intramurals	39.3%	32.3%	47.3%	214
47.0	Director, Alumni Affairs	41.3%	36.0%	48.8%	241
48.0	Director, Information Office	44.0%	38.3%	51.6%	271
49.0	Director, Community Services	58.2%	48.5%	69.5%	269
50.0	Administrator, Hospital Medical Center	81.5%	65.6%	95.5%	40
51.0	Chief Planning and Budget Officer	72.8%	62.2%	79.4%	48
52.0	Chief Development and Public Relations Officer	65.7%	58.4%	76.4%	89
53.0	Director, Personnel and Affirmative Action	51.0%	41.2%	60.4%	151
54.0	Director, Admissions and Financial Aid	60.2%	54.0%	65.7%	53
55.0	Director, Housing and Food Services	53.4%	50.0%	61.7%	32
56.0	Director, Development and Alumni Affairs	53.0%	47.3%	60.5%	56
57.0	Dean, Architecture	73.1%	63.1%	76.4%	47
58.0	Dean, Agriculture	76.3%	67.0%	84.7%	96
59.0	Dean, Arts and Letters	72.3%	63.7%	81.2%	83
60.0	Dean, Arts and Sciences	74.9%	68.3%	81.9%	273
61.0	Dean, Business	72.7%	64.7%	80.2%	426
62.0	Dean, Communications	67.6%	60.1%	74.3%	84
63.0	Dean, Continuing Education	65.8%	57.6%	72.1%	353
64.0	Dean, Dentistry	85.9%	74.6%	101.5%	34
65.0	Dean, Education	73.8%	68.2%	80.1%	305
66.0	Dean, Engineering	75.8%	66.3%	85.9%	178
67.0	Dean, Experimental Programs	69.2%	59.3%	72.5%	20
68.0	Dean, Extension	65.9%	57.9%	78.5%	66
69.0	Dean, Fine Arts	71.5%	60.5%	77.9%	119
70.0	Dean, Graduate Programs	74.8%	67.2%	81.6%	253
71.0	Dean, Health Related Professions	67.0%	62.0%	76.8%	157
72.0	Dean, Home Economics	68.7%	58.0%	76.6%	65
73.0	Dean, Humanities	68.7%	62.5%	76.6%	150
74.0	Dean, Instruction	73.0%	66.8%	77.9%	32
75.0	Dean, Law	87.9%	77.5%	94.1%	63
76.0	Dean, Library and Information Sciences	67.3%	59.7%	74.9%	60
77.0	Dean, Mathematics	66.5%	58.0%	74.5%	88
78.0	Dean, Medicine	105.4%	93.7%	123.4%	52
79.0	Dean, Music	66.9%	57.5%	75.3%	56
80.0	Dean, Nursing	66.5%	59.4%	75.0%	202
81.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	63.6%	76.6%	221
82.0	Dean, Pharmacy	77.1%	66.3%	83.9%	46
83.0	Dean, Public Health	71.5%	64.2%	78.0%	12
84.0	Dean, Sciences	72.5%	65.0%	79.7%	193
85.0	Dean, Social Sciences	67.0%	59.0%	75.0%	465
86.0	Dean, Social Work	69.7%	61.3%	76.7%	65
87.0	Dean, Special Programs	60.1%	53.2%	67.9%	54
88.0	Dean, Undergraduate Programs	69.4%	59.4%	71.8%	36
89.0	Dean, Veterinary Medicine	81.5%	73.9%	86.0%	26

Table 83
PRIVATE INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 664.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	78.6%	68.0%	86.9%	167
4.0	Chief Academic Officer	74.4%	67.4%	82.5%	604
5.0	Chief Business Officer	70.3%	61.9%	78.1%	597
6.0	Chief Student Affairs Officer	57.0%	49.3%	65.7%	579
7.0	Chief Development Officer	65.7%	55.8%	75.6%	462
8.0	Chief Public Relations Officer	43.2%	35.7%	53.8%	343
9.0	Chief Planning Officer	60.8%	48.5%	71.2%	96
10.0	Director, Personnel/Human Resources	38.7%	31.4%	48.5%	203
11.0	Chief Health Professions Officer	70.8%	49.6%	84.2%	45
12.0	Chief Budgeting Officer	51.3%	41.9%	61.9%	93
13.0	Director, Legal Services	60.0%	46.8%	67.8%	42
14.0	Registrar	42.0%	35.7%	49.5%	605
15.0	Director, Church Relations	42.9%	29.8%	52.9%	121
16.0	Director, Learning Resources Center	44.3%	35.0%	53.8%	115
17.0	Director, Library Services	49.5%	41.3%	57.2%	613
18.0	Director, Computer Services	45.6%	38.5%	52.8%	352
19.0	Director, Educational Media Services	34.4%	28.2%	42.6%	144
20.0	Director, Institutional Research	46.8%	37.9%	59.3%	144
21.0	Director, Special and Deferred Gifts	45.8%	37.7%	56.4%	187
22.0	Administrator, Grants and Contracts	41.3%	33.3%	52.0%	140
23.0	Director, Affirmative Action/Equal Employment	34.8%	28.8%	47.4%	80
24.0	Director, Employee Training	30.9%	23.8%	32.5%	10
25.0	Comptroller	48.2%	41.0%	55.3%	402
26.0	Director, Internal Audit	37.6%	31.8%	46.3%	64
27.0	Bursar	33.8%	26.7%	42.2%	125
28.0	Director, Food Services	42.9%	36.6%	51.8%	179
29.0	Director, Physical Plant	46.7%	40.0%	53.9%	553
30.0	Director, Purchasing	34.1%	28.1%	40.5%	217
31.0	Director, Bookstore	29.0%	24.3%	34.9%	408
32.0	Director, Campus Security	31.7%	26.2%	37.0%	304
33.0	Director, Information Systems	44.2%	34.3%	50.7%	77
34.0	Director, News Bureau	30.7%	26.8%	37.6%	124
35.0	Director, Auxiliary Services	42.7%	36.3%	50.5%	88
36.0	Director, Admissions	48.6%	40.7%	55.3%	504
37.0	Director, Foreign Students	34.2%	27.9%	42.0%	86
38.0	Director, International Studies Education	40.0%	31.6%	53.1%	29
39.0	Director, Student Financial Aid	38.5%	32.6%	44.8%	550
40.0	Director, Student Placement	35.3%	29.3%	42.5%	411
41.0	Director, Student Counseling	40.2%	33.7%	48.9%	338
42.0	Director, Student Union	30.9%	25.2%	39.0%	198
43.0	Director, Student Health Services	34.9%	26.3%	47.9%	247
44.0	Director, Student Housing	31.1%	25.7%	38.9%	335
45.0	Director, Athletics	48.9%	40.9%	57.3%	392
46.0	Director, Campus Recreation/Intramurals	32.6%	25.3%	39.9%	100
47.0	Director, Alumni Affairs	36.2%	29.8%	44.1%	413
48.0	Director, Information Office	35.6%	30.1%	43.3%	166
49.0	Director, Community Services	40.2%	33.8%	49.9%	66
50.0	Administrator, Hospital Medical Center	93.2%	68.7%	98.2%	9
51.0	Chief Planning and Budget Officer	61.8%	52.4%	78.4%	38
52.0	Chief Development and Public Relations Officer	68.0%	60.7%	77.4%	96
53.0	Director, Personnel and Affirmative Action	39.2%	33.0%	49.3%	86
54.0	Director, Admissions and Financial Aid	51.3%	44.8%	59.3%	66
55.0	Director, Housing and Food Services	43.2%	32.7%	47.4%	15
56.0	Director, Development and Alumni Affairs	52.8%	46.8%	64.0%	40
57.0	Dean, Architecture	56.1%	46.3%	67.6%	11
59.0	Dean, Arts and Letters	58.3%	48.7%	63.6%	17
60.0	Dean, Arts and Sciences	62.5%	56.5%	71.4%	114
61.0	Dean, Business	65.9%	57.3%	73.0%	151
62.0	Dean, Communications	57.9%	46.6%	62.0%	24
63.0	Dean, Continuing Education	51.0%	43.3%	59.9%	176
64.0	Dean, Dentistry	80.8%	72.9%	85.0%	17
65.0	Dean, Education	60.0%	50.6%	67.7%	109
66.0	Dean, Engineering	64.2%	55.6%	73.5%	52
67.0	Dean, Experimental Programs	43.0%	33.3%	48.0%	7
68.0	Dean, Extension	48.8%	43.2%	60.6%	16
69.0	Dean, Fine Arts	59.0%	48.8%	67.4%	60
70.0	Dean, Graduate Programs	59.5%	51.0%	66.8%	109
71.0	Dean, Health Related Professions	62.5%	50.7%	70.0%	24
72.0	Dean, Home Economics	51.9%	45.4%	56.2%	10
73.0	Dean, Humanities	57.5%	50.3%	64.3%	62
74.0	Dean, Instruction	60.0%	50.5%	61.0%	5
75.0	Dean, Law	83.7%	74.3%	95.1%	64
76.0	Dean, Library and Information Sciences	53.8%	42.3%	61.3%	16
77.0	Dean, Mathematics	53.7%	46.9%	63.8%	27
78.0	Dean, Medicine	115.0%	94.3%	135.2%	19
79.0	Dean, Music	54.5%	47.4%	62.6%	43
80.0	Dean, Nursing	61.3%	55.8%	71.4%	78
81.0	Dean, Occupation Studies/Vocational Education/Technology	63.6%	57.7%	69.7%	11
82.0	Dean, Pharmacy	64.0%	57.4%	67.4%	11
84.0	Dean, Sciences	62.9%	54.9%	69.9%	71
85.0	Dean, Social Sciences	57.6%	50.0%	65.9%	68
86.0	Dean, Social Work	58.8%	50.0%	67.6%	28
87.0	Dean, Special Programs	46.3%	37.7%	56.6%	25
88.0	Dean, Undergraduate Programs	57.0%	50.0%	66.4%	25

Table 84
ALL UNIVERSITIES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 394.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	82.6%	76.8%	90.4%	117
4.0	Chief Academic Officer	83.7%	76.0%	89.8%	350
5.0	Chief Business Officer	77.5%	69.6%	83.7%	357
6.0	Chief Student Affairs Officer	68.0%	56.7%	75.4%	351
7.0	Chief Development Officer	63.4%	55.9%	72.3%	217
8.0	Chief Public Relations Officer	54.9%	44.5%	65.7%	224
9.0	Chief Planning Officer	62.8%	53.0%	76.7%	123
10.0	Director, Personnel/Human Resources	49.9%	43.2%	57.9%	276
11.0	Chief Health Professions Officer	89.2%	77.5%	117.8%	58
12.0	Chief Budgeting Officer	54.4%	47.2%	61.5%	209
13.0	Director, Legal Services	61.0%	50.7%	70.0%	127
14.0	Registrar	47.5%	40.1%	55.0%	345
15.0	Director, Church Relations	39.6%	28.0%	43.0%	24
16.0	Director, Learning Resources Center	51.9%	39.2%	61.5%	98
17.0	Director, Library Services	60.5%	50.7%	68.7%	344
18.0	Director, Computer Services	57.1%	48.3%	64.6%	323
19.0	Director, Educational Media Services	45.1%	35.4%	52.0%	140
20.0	Director, Institutional Research	54.0%	45.2%	61.2%	217
21.0	Director, Special and Deferred Gifts	44.3%	37.5%	52.7%	98
22.0	Administrator, Grants and Contracts	47.9%	40.1%	58.1%	229
23.0	Director, Affirmative Action/Equal Employment	44.7%	38.0%	51.6%	221
24.0	Director, Employee Training	34.8%	29.6%	41.2%	64
25.0	Comptroller	54.3%	47.1%	60.7%	304
26.0	Director, Internal Audit	43.0%	37.5%	49.1%	187
27.0	Bursar	38.9%	33.2%	45.7%	140
28.0	Director, Food Services	45.6%	39.4%	51.9%	150
29.0	Director, Physical Plant	54.3%	46.7%	61.8%	362
30.0	Director, Purchasing	42.2%	35.0%	49.0%	306
31.0	Director, Bookstore	37.8%	31.6%	43.8%	269
32.0	Director, Campus Security	38.3%	32.5%	46.3%	318
33.0	Director, Information Systems	54.3%	46.2%	63.2%	123
34.0	Director, News Bureau	37.4%	29.6%	44.8%	112
35.0	Director, Auxiliary Services	51.0%	44.9%	57.6%	145
36.0	Director, Admissions	47.9%	42.5%	53.7%	301
37.0	Director, Foreign Students	35.0%	30.5%	42.7%	144
38.0	Director, International Studies Education	52.4%	44.2%	65.5%	60
39.0	Director, Student Financial Aid	42.8%	37.9%	48.1%	350
40.0	Director, Student Placement	41.0%	34.4%	48.9%	316
41.0	Director, Student Counseling	47.9%	39.7%	55.3%	296
42.0	Director, Student Union	43.5%	35.5%	50.9%	238
43.0	Director, Student Health Services	65.4%	42.3%	81.3%	231
44.0	Director, Student Housing	39.8%	32.0%	47.8%	265
45.0	Director, Athletics	59.2%	50.6%	68.8%	309
46.0	Director, Campus Recreation/Intramurals	36.9%	30.8%	45.3%	163
47.0	Director, Alumni Affairs	41.0%	34.1%	48.6%	264
48.0	Director, Information Office	43.5%	36.1%	49.7%	185
49.0	Director, Community Services	44.5%	36.7%	53.3%	72
50.0	Administrator, Hospital Medical Center	87.8%	59.1%	98.2%	35
51.0	Chief Planning and Budget Officer	69.8%	60.4%	80.3%	46
52.0	Chief Development and Public Relations Officer	70.6%	63.8%	79.0%	73
53.0	Director, Personnel and Affirmative Action	46.9%	38.7%	55.4%	57
54.0	Director, Admissions and Financial Aid	52.5%	44.8%	58.9%	31
55.0	Director, Housing and Food Services	50.0%	44.6%	56.8%	37
56.0	Director, Development and Alumni Affairs	54.2%	47.8%	61.7%	40
57.0	Dean, Architecture	70.6%	60.7%	76.3%	50
58.0	Dean, Agriculture	78.0%	70.8%	87.7%	71
59.0	Dean, Arts and Letters	74.4%	64.9%	81.9%	43
60.0	Dean, Arts and Sciences	73.1%	64.6%	81.1%	236
61.0	Dean, Business	75.0%	66.9%	80.8%	295
62.0	Dean, Communications	68.4%	59.0%	73.2%	43
63.0	Dean, Continuing Education	61.2%	53.1%	70.2%	211
64.0	Dean, Dentistry	88.6%	79.5%	103.6%	32
65.0	Dean, Education	72.7%	64.5%	78.0%	258
66.0	Dean, Engineering	77.0%	68.5%	86.1%	161
67.0	Dean, Experimental Programs	69.2%	59.3%	74.0%	13
68.0	Dean, Extension	64.5%	57.3%	77.8%	50
69.0	Dean, Fine Arts	68.9%	59.8%	77.2%	94
70.0	Dean, Graduate Programs	72.6%	63.9%	80.0%	251
71.0	Dean, Health Related Professions	72.7%	62.9%	80.0%	61
72.0	Dean, Home Economics	68.7%	57.9%	76.6%	51
73.0	Dean, Humanities	66.7%	58.3%	76.3%	65
75.0	Dean, Law	86.6%	77.3%	95.1%	115
76.0	Dean, Library and Information Sciences	65.5%	57.9%	72.7%	50
77.0	Dean, Mathematics	61.8%	53.7%	74.5%	43
78.0	Dean, Medicine	115.0%	97.6%	133.3%	59
79.0	Dean, Music	60.1%	51.8%	73.1%	59
80.0	Dean, Nursing	66.6%	59.2%	75.0%	137
81.0	Dean, Occupation Studies/Vocational Education/Technology	69.7%	64.9%	76.8%	45
82.0	Dean, Pharmacy	77.2%	67.2%	85.5%	47
83.0	Dean, Public Health	75.3%	71.5%	95.1%	10
84.0	Dean, Sciences	75.1%	66.2%	80.6%	87
85.0	Dean, Social Sciences	63.8%	56.0%	72.1%	54
86.0	Dean, Social Work	68.9%	59.2%	75.5%	63
87.0	Dean, Special Programs	48.7%	40.8%	54.6%	16
88.0	Dean, Undergraduate Programs	64.9%	53.8%	71.3%	39
89.0	Dean, Veterinary Medicine	82.8%	74.5%	86.7%	27

Table 85
ALL 4-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 545.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	78.2%	67.3%	86.9%	132
4.0	Chief Academic Officer	76.1%	68.0%	83.8%	514
5.0	Chief Business Officer	71.9%	63.3%	79.0%	513
6.0	Chief Student Affairs Officer	59.6%	50.5%	68.4%	515
7.0	Chief Development Officer	66.2%	55.0%	75.2%	357
8.0	Chief Public Relations Officer	43.5%	36.3%	53.2%	293
9.0	Chief Planning Officer	64.3%	53.6%	77.3%	86
10.0	Director, Personnel/Human Resources	41.2%	33.3%	51.8%	177
11.0	Chief Health Professions Officer	59.7%	41.9%	75.1%	25
12.0	Chief Budgeting Officer	53.8%	43.4%	62.1%	88
13.0	Director, Legal Services	55.9%	47.5%	62.7%	21
14.0	Registrar	44.6%	37.1%	53.1%	518
15.0	Director, Church Relations	42.9%	30.4%	53.3%	92
16.0	Director, Learning Resources Center	47.7%	40.0%	56.6%	115
17.0	Director, Library Services	50.8%	42.5%	59.2%	505
18.0	Director, Computer Services	49.1%	40.5%	57.4%	343
19.0	Director, Educational Media Services	38.1%	30.2%	51.1%	143
20.0	Director, Institutional Research	50.4%	41.5%	60.5%	151
21.0	Director, Special and Deferred Gifts	45.5%	37.3%	56.6%	120
22.0	Administrater, Grants and Contracts	47.7%	36.6%	59.2%	101
23.0	Director, Affirmative Action/Equal Employment	46.3%	34.5%	55.0%	79
24.0	Director, Employee Training	35.0%	32.5%	41.7%	5
25.0	Comptroller	49.2%	41.4%	55.6%	313
26.0	Director, Internal Audit	39.4%	33.9%	46.7%	34
27.0	Bursar	34.8%	29.0%	43.7%	98
28.0	Director, Food Services	43.5%	37.7%	51.8%	141
29.0	Director, Physical Plant	48.2%	41.3%	56.4%	481
30.0	Director, Purchasing	37.5%	31.2%	43.6%	199
31.0	Director, Bookstore	29.2%	24.8%	35.5%	355
32.0	Director, Campus Security	34.0%	28.3%	40.9%	280
33.0	Director, Information Systems	44.2%	34.9%	51.8%	47
34.0	Director, News Bureau	31.3%	27.0%	38.6%	96
35.0	Director, Auxiliary Services	45.8%	37.8%	54.4%	72
36.0	Director, Admissions	50.3%	42.1%	56.8%	444
37.0	Director, Foreign Students	38.4%	29.5%	48.8%	55
38.0	Director, International Studies Education	47.3%	35.5%	60.0%	31
39.0	Director, Student Financial Aid	39.9%	33.9%	46.6%	499
40.0	Director, Student Placement	37.9%	31.8%	45.8%	384
41.0	Director, Student Counseling	42.6%	35.7%	53.4%	301
42.0	Director, Student Union	35.7%	28.2%	44.5%	214
43.0	Director, Student Health Services	3o.1%	26.9%	52.0%	235
44.0	Director, Student Housing	33.8%	26.6%	41.8%	308
45.0	Director, Athletics	52.0%	43.1%	59.7%	355
46.0	Director, Campus Recreation/Intramurals	36.0%	27.1%	45.0%	91
47.0	Director, Alumni Affairs	37.5%	30.0%	44.3%	345
48.0	Director, Information Office	38.8%	31.5%	46.3%	142
49.0	Director, Community Services	43.8%	36.7%	56.6%	58
51.0	Chief Planning and Budget Officer	61.6%	52.1%	73.7%	24
52.0	Chief Development and Public Relations Officer	66.4%	59.3%	75.3%	68
53.0	Director, Personnel and Affirmative Action	42.6%	35.6%	49.7%	81
54.0	Director, Admissions and Financial Aid	53.3%	48.0%	61.9%	36
55.0	Director, Housing and Food Services	55.0%	46.0%	61.3%	9
56.0	Director, Development and Alumni Affairs	50.0%	43.2%	59.7%	36
58.0	Dean, Agriculture	64.1%	51.7%	73.8%	6
59.0	Dean, Arts and Letters	70.5%	51.0%	80.7%	25
60.0	Dean, Arts and Sciences	70.3%	61.6%	78.7%	79
61.0	Dean, Business	68.1%	58.6%	76.9%	122
62.0	Dean, Communications	60.8%	57.0%	81.9%	27
63.0	Dean, Continuing Education	57.1%	45.9%	67.5%	154
65.0	Dean, Education	69.2%	61.2%	79.9%	134
66.0	Dean, Engineering	70.6%	56.5%	85.7%	20
67.0	Dean, Experimental Programs	44.3%	37.1%	61.2%	9
68.0	Dean, Extension	57.7%	46.5%	65.9%	13
69.0	Dean, Fine Arts	63.5%	54.5%	73.1%	56
70.0	Dean, Graduate Programs	65.5%	56.7%	75.0%	98
71.0	Dean, Health Related Professions	64.6%	55.1%	72.2%	27
72.0	Dean, Home Economics	56.2%	49.1%	66.3%	14
73.0	Dean, Humanities	61.9%	51.6%	69.2%	64
75.0	Dean, Law	77.0%	73.9%	79.8%	6
76.0	Dean, Library and Information Sciences	58.6%	46.7%	71.0%	12
77.0	Dean, Mathematics	58.7%	50.5%	66.4%	32
79.0	Dean, Music	62.6%	48.8%	71.4%	31
80.0	Dean, Nursing	66.5%	60.0%	77.3%	60
81.0	Dean, Occupation Studies/Vocational Education/Technology	69.2%	65.2%	75.0%	22
84.0	Dean, Sciences	68.4%	56.5%	74.7%	93
85.0	Dean, Social Sciences	64.1%	51.8%	72.7%	87
86.0	Dean, Social Work	67.8%	50.0%	80.5%	20
87.0	Dean, Special Programs	54.3%	44.3%	66.3%	27
88.0	Dean, Undergraduate Programs	65.0%	57.7%	79.8%	18

Table 86
ALL 2-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1980/81 BUDGET RANGE:** Not specified. **CASES SELECTED:** 457.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	82.1%	74.8%	87.2%	83
4.0	Chief Academic Officer	79.6%	71.6%	85.9%	396
5.0	Chief Business Officer	73.3%	65.5%	82.2%	398
6.0	Chief Student Affairs Officer	72.7%	64.1%	80.3%	384
7.0	Chief Development Officer	62.4%	55.8%	72.9%	97
8.0	Chief Public Relations Officer	50.6%	42.9%	59.3%	157
9.0	Chief Planning Officer	69.8%	62.8%	76.6%	74
10.0	Director, Personnel/Human Resources	55.7%	46.2%	66.7%	126
11.0	Chief Health Professions Officer	64.7%	55.1%	75.0%	36
12.0	Chief Budgeting Officer	56.5%	49.7%	64.4%	79
13.0	Director, Legal Services	59.3%	50.9%	79.7%	14
14.0	Registrar	52.8%	43.1%	63.7%	316
15.0	Director, Church Relations	47.5%	45.3%	51.5%	5
16.0	Director, Learning Resources Center	61.7%	53.7%	68.0%	220
17.0	Director, Library Services	57.6%	50.0%	66.3%	256
18.0	Director, Computer Services	56.3%	47.8%	64.6%	213
19.0	Director, Educational Media Services	48.7%	41.4%	58.9%	107
20.0	Director, Institutional Research	54.9%	46.1%	66.9%	148
21.0	Director, Special and Deferred Gifts	47.5%	42.9%	56.3%	12
22.0	Administrator, Grants and Contracts	53.7%	47.9%	63.9%	77
23.0	Director, Affirmative Action/Equal Employment	50.1%	41.4%	60.9%	60
24.0	Director, Employee Training	51.2%	40.1%	63.3%	15
25.0	Comptroller	55.3%	47.7%	62.5%	184
26.0	Director, Internal Audit	48.9%	42.1%	54.8%	29
27.0	Bursar	38.4%	33.0%	48.2%	39
28.0	Director, Food Services	42.1%	33.8%	47.1%	89
29.0	Director, Physical Plant	51.5%	46.4%	58.9%	298
30.0	Director, Purchasing	45.0%	36.6%	53.2%	154
31.0	Director, Bookstore	36.0%	29.3%	43.2%	206
32.0	Director, Campus Security	39.0%	32.5%	47.9%	140
33.0	Director, Information Systems	62.3%	53.1%	68.3%	49
34.0	Director, News Bureau	44.7%	35.1%	51.0%	21
35.0	Director, Auxiliary Services	54.1%	42.6%	66.3%	51
36.0	Director, Admissions	53.2%	46.5%	61.2%	204
37.0	Director, Foreign Students	42.1%	32.9%	61.4%	16
39.0	Director, Student Financial Aid	46.8%	40.0%	56.1%	330
40.0	Director, Student Placement	47.1%	38.0%	56.4%	164
41.0	Director, Student Counseling	58.3%	50.1%	65.0%	235
42.0	Director, Student Union	48.8%	39.4%	59.1%	94
43.0	Director, Student Health Services	42.1%	34.5%	50.3%	66
44.0	Director, Student Housing	36.8%	33.0%	41.7%	34
45.0	Director, Athletics	59.2%	51.1%	68.8%	172
46.0	Director, Campus Recreation/Intramurals	41.1%	31.3%	53.6%	54
47.0	Director, Alumni Affairs	38.3%	31.0%	46.2%	28
48.0	Director, Information Office	42.4%	37.3%	53.0%	90
49.0	Director, Community Services	61.2%	51.4%	70.9%	197
51.0	Chief Planning and Budget Officer	73.8%	66.5%	77.6%	9
52.0	Chief Development and Public Relations Officer	59.4%	56.0%	66.5%	31
53.0	Director, Personnel and Affirmative Action	53.4%	43.5%	62.0%	82
54.0	Director, Admissions and Financial Aid	61.5%	54.3%	66.5%	39
56.0	Director, Development and Alumni Affairs	56.4%	51.8%	60.0%	9
58.0	Dean, Agriculture	66.8%	61.6%	76.3%	20
59.0	Dean, Arts and Letters	65.5%	56.8%	73.3%	29
60.0	Dean, Arts and Sciences	70.4%	61.8%	78.3%	66
61.0	Dean, Business	64.7%	58.5%	72.5%	148
62.0	Dean, Communications	64.9%	60.1%	69.7%	37
63.0	Dean, Continuing Education	63.9%	56.6%	71.3%	146
64.0	Dean, Dentistry	70.6%	46.4%	76.8%	7
65.0	Dean, Education	62.6%	57.4%	68.8%	16
66.0	Dean, Engineering	63.3%	56.3%	72.0%	45
67.0	Dean, Experimental Programs	71.1%	50.2%	72.5%	5
68.0	Dean, Extension	63.8%	60.4%	78.5%	18
69.0	Dean, Fine Arts	65.9%	56.7%	76.7%	28
71.0	Dean, Health Related Professions	65.4%	61.5%	74.4%	82
72.0	Dean, Home Economics	59.3%	49.4%	70.1%	9
73.0	Dean, Humanities	68.1%	59.3%	75.7%	80
74.0	Dean, Instruction	73.8%	70.8%	79.0%	27
76.0	Dean, Library and Information Sciences	70.4%	57.2%	79.6%	13
77.0	Dean, Mathematics	66.5%	56.9%	74.1%	38
79.0	Dean, Music	60.2%	55.0%	71.1%	7
80.0	Dean, Nursing	61.9%	52.7%	69.1%	66
81.0	Dean, Occupation Studies/Vocational Education/Technology	69.2%	60.9%	76.5%	160
84.0	Dean, Sciences	67.3%	59.1%	75.2%	80
85.0	Dean, Social Sciences	64.0%	57.0%	72.6%	87
86.0	Dean, Social Work	61.7%	48.5%	69.7%	7
87.0	Dean, Special Programs	60.6%	54.9%	67.9%	33

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10
more than $110,000	1	2								
$108,000 - $108,999		2								
$105,000 - $105,999		1								
$100,000 - $100,999		2								
$98,000 - $98,999		1								
$96,000 - $96,999		2								
$95,000 - $95,999		2								
$92,000 - $92,999		1								
$91,000 - $91,999									1	
$90,000 - $90,999	2	2	1	1			1			
$88,000 - $88,999	2	1								
$86,000 - $86,999				1						
$85,000 - $85,999		4								
$84,000 - $84,999	1	3			1					
$83,000 - $83,999		2								
$82,000 - $82,999	1	2	1	1						
$81,000 - $81,999	1						1			
$80,000 - $80,999	4	8		3	1					
$79,000 - $79,999	3	2								
$78,000 - $78,999	2	5	3							
$77,000 - $77,999	1	5		2	1				1	
$76,000 - $76,999		5	1	1				1		
$75,000 - $75,999	4	13	3	2						
$74,000 - $74,999	2	3		1	1					
$73,000 - $73,999	1	9	1	3	1					
$72,000 - $72,999		9		1	3	1				
$71,000 - $71,999	1	5	1	1			1			
$70,000 - $70,999	2	13	3	2	1					
$69,000 - $69,999	4	11	1	1	2			1		
$68,000 - $68,999	3	8	2	1	1		2	1		
$67,000 - $67,999	1	11	2	4	3				1	
$66,000 - $66,999		14	3	3	3		1			
$65,000 - $65,999	7	20	2	7	3		2			
$64,000 - $64,999	2	11	3	5	3					
$63,000 - $63,999	3	12	4	6	2	1	1	1		
$62,000 - $62,999	4	21	3	4	2		2		2	
$61,000 - $61,999	5	9		5	1		2		1	
$60,000 - $60,999	4	37	3	14	5	1	2			1
$59,000 - $59,999	5	20	2	5	4	1	2	1	2	
$58,000 - $58,999		22	5	12	10	3	1	2	2	
$57,000 - $57,999	4	30	2	13	9	5	3		1	1
$56,000 - $56,999	3	33	2	10	6	3	2			2
$55,000 - $55,999	4	33	7	7	9	6	6		2	3
$54,000 - $54,999	2	30	5	16	15	8	3	4	2	1
$53,000 - $53,999	5	28	4	21	12	3	4	1	6	
$52,000 - $52,999	4	45	3	14	12	8	4	2	1	1
$51,000 - $51,999	4	34	8	24	24	7	1	4	1	3
$50,000 - $50,999	3	65	10	30	21	11	8	5	5	1
$49,000 - $49,999	3	39	6	17	26	9	8	3	5	2
$48,000 - $48,999	3	50	10	30	29	12	7	5	5	2
$47,000 - $47,999	3	38	5	25	23	13	9	3	4	6
$46,000 - $46,999	5	32	8	33	25	16	11	4	6	5
$45,000 - $45,999	3	63	9	44	35	28	15	10	6	7
$44,000 - $44,999	5	40	6	24	34	12	11	3	7	4
$43,000 - $43,999	4	38	13	27	33	24	4	12	7	10
$42,000 - $42,999	7	59	15	41	35	27	7	5	7	6
$41,000 - $41,999	1	23	12	56	38	24	19	6	10	11
$40,000 - $40,999	5	58	11	43	48	22	11	7	6	8
$39,000 - $39,999		27	10	43	38	48	13	7	6	8
$38,000 - $38,999	1	40	8	45	41	43	24	10	5	12
$37,000 - $37,999	1	26	8	42	36	39	15	14	7	12
$36,000 - $36,999		30	16	43	49	51	26	20	12	13
$35,000 - $35,999	2	34	12	58	46	48	28	13	11	17
$34,000 - $34,999		18	15	58	45	48	37	19	10	18
$33,000 - $33,999		29	16	37	46	44	34	17	17	15
$32,000 - $32,999		25	10	63	45	49	32	15	17	25
$31,000 - $31,999		12	8	43	44	47	19	25	11	24
$30,000 - $30,999		26	17	63	57	66	42	23	14	24
$29,000 - $29,999		8	10	39	46	67	24	18	14	23
$28,000 - $28,999	1	16	9	37	57	52	32	25	7	20
$27,000 - $27,999		8	9	46	54	55	33	23	7	20
$26,000 - $26,999		13	7	35	33	54	33	23	7	32
$25,000 - $25,999	1	6	5	20	45	49	32	24	9	41
$24,000 - $24,999		6	5	33	29	52	24	26	11	17
$23,000 - $23,999	2	4	5	11	27	41	17	18	8	37
$22,000 - $22,999		4	6	21	26	47	24	21	3	32
$21,000 - $21,999		4	3	10	25	32	19	45	9	18
$20,000 - $20,999		4	3	18	28	43	18	29	3	21
$19,000 - $19,999			1	9	15	22	13	30	2	15
$18,000 - $18,999		2	5	8	15	27	15	34	5	23
$17,000 - $17,999				4	6	18	3	43	3	24
$16,000 - $16,999	1	1		3	10	19	6	25	2	16
$15,000 - $15,999			1		6	16	6	22	1	18
$14,000 - $14,999		1	1	1	4	5	2	21	2	10
$13,000 - $13,999				4	7	4	3	25		8
$12,000 - $12,999			1	2	6	3	2	17	1	5
$11,000 - $11,999				1	2	5	1	9		4
$10,000 - $10,999					1	2	1	8	1	4
less than $10,000		8	2	6	5	3	2	9	1	5
N	143	1,390	373	1,364	1,376	1,344	731	739	297	635
Mean Salary	$57,557	$48,627	$40,858	$38,505	$35,944	$31,729	$32,794	$26,263	$35,146	$27,847

Distribution of Salaries
All Institutions
Page 2

SALARY	11	12	13	14	15	16	17	18	19	20
$109,000 - $109,999	1									
$101,000 - $101,999	1									
$99,000 - $99,999	1									
$97,000 - $97,999	1									
$96,000 - $96,999	1									
$95,000 - $95,999	2									
$93,000 - $93,999	1									
$81,000 - $81,999	1									
$79,000 - $79,999	1									
$77,000 - $77,999	1									
$76,000 - $76,999	2	1								
$74,000 - $74,999	1									
$73,000 - $73,999	3		1							1
$72,000 - $72,999	1									
$71,000 - $71,999	1									
$70,000 - $70,999	1		1							
$68,000 - $68,999	5									
$67,000 - $67,999	3		1				1			
$66,000 - $66,999	1		1							
$65,000 - $65,999	2						1			
$64,000 - $64,999	5							1		
$63,000 - $63,999	1									
$62,000 - $62,999	1			1			1			
$61,000 - $61,999	1		2							2
$60,000 - $60,999			1				1	2		1
$59,000 - $59,999		1					2			
$58,000 - $58,999	2	2						1		
$57,000 - $57,999	5	1	1				2	4		
$56,000 - $56,999		1	2				1	1		1
$55,000 - $55,999	1	1	1				6	2	1	
$54,000 - $54,999	1	1	3			1	1		1	1
$53,000 - $53,999	1	3	1				2	2		1
$52,000 - $52,999		1	5	1		1	3	1		1
$51,000 - $51,999	1	3		1			4	2		
$50,000 - $50,999	3	3	5				3	3		2
$49,000 - $49,999	2	1	2		1		7	4		3
$48,000 - $48,999		1	2			1	3	1		2
$47,000 - $47,999	4		1				9	8		1
$46,000 - $46,999	1	5	10	2		2	9	3	1	1
$45,000 - $45,999	2	3	4	2		3	14	4	1	3
$44,000 - $44,999		4	6	4		5	17	6	2	2
$43,000 - $43,999	3	10	3	3		3	13	11	1	6
$42,000 - $42,999	1	9	4	6		4	11	14	6	10
$41,000 - $41,999		4	2	4		2	17	8	2	8
$40,000 - $40,999		14	8	7		6	19	18		7
$39,000 - $39,999	3	13	4	6		9	18	16	2	12
$38,000 - $38,999	3	12	5	11	1	7	20	20	4	9
$37,000 - $37,999	4	12	4	13		10	19	13	4	6
$36,000 - $36,999		14	5	19		11	29	27	5	11
$35,000 - $35,999	2	12	8	20		9	31	26	9	17
$34,000 - $34,999	1	15	8	25	2	12	28	24	7	18
$33,000 - $33,999	3	20	7	31	1	8	34	35	2	11
$32,000 - $32,999	1	15	11	32		10	33	29	6	23
$31,000 - $31,999	2	12	3	31	2	19	32	37	18	29
$30,000 - $30,999	6	18	6	36	3	17	38	42	12	17
$29,000 - $29,999	5	17	7	50	1	11	44	35	19	26
$28,000 - $28,999	2	22	4	50	3	21	47	33	13	20
$27,000 - $27,999	4	28	4	53	4	26	55	41	13	27
$26,000 - $26,999	1	17	3	41	7	22	50	47	17	29
$25,000 - $25,999	4	14	7	66	5	34	45	47	16	29
$24,000 - $24,999	3	12	3	76	5	16	48	48	18	21
$23,000 - $23,999	4	21	5	66	8	21	46	51	15	28
$22,000 - $22,999	4	10	4	54	5	25	53	52	20	30
$21,000 - $21,999		11	1	63	5	20	53	32	28	16
$20,000 - $20,999	3	6	4	58	9	22	61	34	21	18
$19,000 - $19,999	3	9	2	49	5	19	52	41	18	16
$18,000 - $18,999	1	9	3	62	8	13	56	23	23	21
$17,000 - $17,999		8		67	6	14	57	27	24	15
$16,000 - $16,999	2	4		55	12	14	38	19	19	11
$15,000 - $15,999	3	2		55	6	16	27	17	19	8
$14,000 - $14,999	2	2		49	10	13	23	12	22	7
$13,000 - $13,999	1	2		35	5	3	17	8	12	5
$12,000 - $12,999	2	3		38	2	4	15	8	11	6
$11,000 - $11,999		1		22	2	1	6	1	8	3
$10,000 - $10,999	1			11	4	4	4	3	3	2
less than $10,000		1	2	9	11	1	7	2	4	3
N	136	411	177	1,284	133	460	1,233	946	427	547
Mean Salary	$45,307	$31,348	$36,987	$23,559	$19,546	$26,391	$27,453	$28,198	$23,348	$28,063

Distribution of Salaries
All Institutions
Page 3

SALARY	21	22	23	24	25	26	27	28	29	30
$75,000 - $75,999		1								
$69,000 - $69,999		1								
$64,000 - $64,999					1					
$60,000 - $60,999		1								
$59,000 - $59,999		1			1				1	
$58,000 - $58,999					1				1	
$57,000 - $57,999									1	
$56,000 - $56,999	1		1		1				3	
$55,000 - $55,999					1				1	
$54,000 - $54,999		2			2				2	
$53,000 - $53,999			1		2				1	
$52,000 - $52,999		1			2				1	1
$51,000 - $51,999					4				2	
$50,000 - $50,999		2	1		1				2	
$49,000 - $49,999	1	5	1		4				1	
$48,000 - $48,999		3			1		2		8	1
$47,000 - $47,999		2			4	2			2	1
$46,000 - $46,999		1	3		6				9	
$45,000 - $45,999		6	1		8	1	1		10	1
$44,000 - $44,999	2	4	1		8	2		1	5	2
$43,000 - $43,999	1	4	4		8			1	6	
$42,000 - $42,999	5	5	5		10	3		1	3	4
$41,000 - $41,999	2	3	3		13	3		3	12	2
$40,000 - $40,999	3	12	5	1	9	3			13	4
$39,000 - $39,999	3	4	2	1	15	3		3	13	4
$38,000 - $38,999	3	11	5		14	6	1	3	12	5
$37,000 - $37,999	1	12	4		17	1	2	4	20	5
$36,000 - $36,999	3	12	11		21	2	3	4	25	7
$35,000 - $35,999	4	13	8	2	25	8	1	3	33	11
$34,000 - $34,999	7	14	10	2	28	3	3	5	40	8
$33,000 - $33,999	2	12	7		18	6	6	9	34	10
$32,000 - $32,999	11	16	7	4	37	7	4	10	36	14
$31,000 - $31,999	9	14	15	3	21	12	8	10	27	19
$30,000 - $30,999	6	23	21	2	37	11	4	6	39	20
$29,000 - $29,999	11	14	11	6	51	11	4	15	42	18
$28,000 - $28,999	8	19	26	4	34	18	7	12	46	19
$27,000 - $27,999	13	23	20	6	41	20	16	17	65	31
$26,000 - $26,999	12	22	25	7	42	16	10	15	60	34
$25,000 - $25,999	20	22	29	6	43	18	9	24	54	35
$24,000 - $24,999	11	13	22	5	40	11	10	20	60	36
$23,000 - $23,999	17	15	14	9	31	10	14	21	49	33
$22,000 - $22,999	15	16	24	4	38	14	12	30	69	45
$21,000 - $21,999	18	20	18	2	42	19	14	28	53	30
$20,000 - $20,999	16	23	21	6	28	17	18	20	65	42
$19,000 - $19,999	10	17	12	3	41	11	18	16	55	42
$18,000 - $18,999	15	14	16	7	24	11	20	20	70	44
$17,000 - $17,999	11	7	8	6	22	3	21	14	52	27
$16,000 - $16,999	2	14	10	3	19	7	24	20	51	36
$15,000 - $15,999	2	7	9	4	16	8	22	23	37	27
$14,000 - $14,999	7	7	4	2	11	4	16	14	20	22
$13,000 - $13,999	4	3	4	1	13	2	15	11	9	28
$12,000 - $12,999	2	4	2	1	8	3	6	10	19	15
$11,000 - $11,999		1	2	1	7	1	6	3	4	9
$10,000 - $10,999		2	1	1	2	1	6	5	3	13
less than $10,000	3	1	3				5	14	5	12
N	261	449	397	99	873	278	308	415	1,251	717
Mean Salary	$25,530	$28,719	$26,581	$23,869	$28,019	$26,151	$20,985	$22,579	$26,135	$22,788

Distribution of Salaries
All Institutions
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SALARY	31	32	33	34	35	36	37	38	39	40
$62,000 - $62,999						1				
$60,000 - $60,999								1		
$56,000 - $56,999					1			1		
$55,000 - $55,999					1					
$53,000 - $53,999						1				
$52,000 - $52,999			1							
$51,000 - $51,999					2	1		2		
$50,000 - $50,999			1		1	1				
$49,000 - $49,999			3	1						
$48,000 - $48,999			4		1	1				
$47,000 - $47,999		1	2		1	2		1		
$46,000 - $46,999			2		2			1		
$45,000 - $45,999			3		3			2	1	1
$44,000 - $44,999		3	9		4			1	1	1
$43,000 - $43,999			3		2	2	1	3		2
$42,000 - $42,999	1	1	7		4	4		3	1	1
$41,000 - $41,999		2	5		8	1		1	1	1
$40,000 - $40,999		2	7	1	7	9	1	3	6	2
$39,000 - $39,999	3		4		3	9	3	5	5	4
$38,000 - $38,999	1	6	9	2	6	6	1	1	5	5
$37,000 - $37,999	2	7	11	1	4	12		2	6	4
$36,000 - $36,999	1	8	9	5	6	10	1	3	8	4
$35,000 - $35,999		7	12	1	2	24	4	2	7	1
$34,000 - $34,999	6	6	10	1	16	22	3	4	8	9
$33,000 - $33,999	5	8	9	4	15	20	1	3	11	14
$32,000 - $32,999	6	9	9	2	15	28	2		13	10
$31,000 - $31,999	8	11	10	4	12	38		5	22	12
$30,000 - $30,999	12	13	15	1	11	40	5	3	29	17
$29,000 - $29,999	7	15	10	5	7	46	5	3	28	18
$28,000 - $28,999	15	17	15	10	13	53	10	6	42	26
$27,000 - $27,999	11	22	6	8	13	47	10	7	37	30
$26,000 - $26,999	22	31	11	8	11	54	7	4	56	39
$25,000 - $25,999	30	22	6	7	15	64	6	4	67	47
$24,000 - $24,999	26	44	6	8	11	69	9	3	59	41
$23,000 - $23,999	26	37	3	8	7	56	12	1	61	42
$22,000 - $22,999	34	22	5	7	11	53	16	1	72	59
$21,000 - $21,999	24	31	2	18	5	53	12	2	75	49
$20,000 - $20,999	31	63	7	15	13	44	19	3	79	56
$19,000 - $19,999	29	51	9	17	13	38	16		87	50
$18,000 - $18,999	58	50	1	17	9	45	21	3	79	60
$17,000 - $17,999	51	41	3	12	10	36	17	5	74	64
$16,000 - $16,999	52	41	2	22	7	26	10	1	72	64
$15,000 - $15,999	47	40	3	13	7	33	11	2	54	51
$14,000 - $14,999	51	43	2	15	3	14	7	2	39	32
$13,000 - $13,999	62	39	1	14	3	16	6	3	54	39
$12,000 - $12,999	64	30	6	9	1	11	5	1	46	23
$11,000 - $11,999	45	25	2	9	2	7	1		26	11
$10,000 - $10,999	56	16	1	5	3	6	2		17	6
less than $10,000	95	27	2	4	2	11	6		18	18
N	881	791	248	254	293	1,014	230	98	1,266	913
Mean Salary	$17,366	$20,617	$31,431	$20,478	$28,381	$24,979	$21,605	$30,551	$21,360	$21,321

Distribution of Salaries
All Institutions
Page 5

SALARY	41	42	43	44	45	46	47	48	49	50
$100,000 - $100,999					1					
$91,000 - $91,999										1
$87,000 - $87,999					1					
$81,000 - $81,999									1	1
$80,000 - $80,999										1
$79,000 - $79,999			1							
$75,000 - $75,999			1							1
$73,000 - $73,999			1							2
$72,000 - $72,999			1							
$71,000 - $71,999										2
$70,000 - $70,999										2
$69,000 - $69,999										2
$68,000 - $68,999										2
$65,000 - $65,999			3							1
$64,000 - $64,999			3		1					
$63,000 - $63,999					1					2
$62,000 - $62,999			2							2
$61,000 - $61,999	1		5		1					3
$60,000 - $60,999	1		2		3			1		
$59,000 - $59,999										1
$58,000 - $58,999			10							
$57,000 - $57,999			6		1			1		1
$56,000 - $56,999			2		1					3
$55,000 - $55,999			6		4					2
$54,000 - $54,999			4		3					
$53,000 - $53,999			8		4					1
$52,000 - $52,999			8		2		2			
$51,000 - $51,999			7							2
$50,000 - $50,999		1	8		6				1	2
$49,000 - $49,999	1		10		5					
$48,000 - $48,999		1	8		5	1	1		1	1
$47,000 - $47,999			12		8				1	
$46,000 - $46,999	3		20		8		2		2	1
$45,000 - $45,999	8	1	5		6	1	3	1	2	1
$44,000 - $44,999	2		4		6				2	1
$43,000 - $43,999	1	1	6	2	7	1	1	1	6	1
$42,000 - $42,999	3		10		18		1	3	4	2
$41,000 - $41,999	3	1	6	2	7		1	4	7	
$40,000 - $40,999	7	5	11		12	1	4	6	5	
$39,000 - $39,999	9	2	10	5	15	2	4		4	1
$38,000 - $38,999	8	2	5	1	21	3	2	3	4	2
$37,000 - $37,999	15	5	8	4	18		1	2	6	2
$36,000 - $36,999	11	8	7	4	17	1	7	4	3	
$35,000 - $35,999	15	2	5	7	22	5	8	4	4	2
$34,000 - $34,999	17	4	6	3	28	2	6	7	8	
$33,000 - $33,999	19	13	5	5	24	3	8	9	7	
$32,000 - $32,999	24	15	4	3	37		13	4	11	1
$31,000 - $31,999	27	9	1	16	30	7	11	8	12	
$30,000 - $30,999	37	13	10	9	51	4	16	13	16	1
$29,000 - $29,999	30	12	8	4	29	4	15	18	11	
$28,000 - $28,999	37	23	4	19	45	8	8	20	16	
$27,000 - $27,999	47	19	3	19	44	8	15	16	18	
$26,000 - $26,999	41	30	3	17	43	19	23	15	10	
$25,000 - $25,999	55	29	9	16	42	14	19	11	28	
$24,000 - $24,999	56	28	8	23	34	11	32	22	17	
$23,000 - $23,999	40	24	9	29	43	11	29	22	18	1
$22,000 - $22,999	44	31	8	33	40	16	38	23	19	1
$21,000 - $21,999	47	30	21	30	29	20	25	38	14	
$20,000 - $20,999	40	24	17	37	26	14	36	24	10	
$19,000 - $19,999	36	29	12	46	20	15	37	22	15	
$18,000 - $18,999	33	41	19	32	18	25	37	30	16	
$17,000 - $17,999	35	20	22	19	16	18	28	13	12	
$16,000 - $16,999	28	20	35	43	17	21	48	29	12	
$15,000 - $15,999	22	32	25	45	11	22	44	25	7	
$14,000 - $14,999	23	28	18	45	12	19	36	12	4	
$13,000 - $13,999	15	24	27	31	8	14	36	14	4	
$12,000 - $12,999	10	13	33	29	8	10	29	11	1	
$11,000 - $11,999	6	12	17	22	5	9	20	4	2	
$10,000 - $10,999	3	10	12	23	2	8	19	3		
less than $10,000	14	8	27	20	9	6	13	6	1	
N	874	570	568	643	875	323	678	449	342	52
Mean Salary	$25,026	$22,258	$28,847	$19,912	$29,252	$20,675	$20,936	$22,983	$26,925	$55,198

SALARY	51	52	53	54	55	56	57	58	59	60
$81,000 - $81,999										1
$74,000 - $74,999										1
$71,000 - $71,999						1				
$69,000 - $69,999										1
$68,000 - $68,999	2							1		
$67,000 - $67,999	1	1								1
$66,000 - $66,999		1								
$65,000 - $65,999	1	2	1	1		1				2
$64,000 - $64,999										1
$63,000 - $63,999								1		4
$62,000 - $62,999							1	2		1
$61,000 - $61,999	1							1	1	
$60,000 - $60,999	1	1						2		3
$59,000 - $59,999		2					1	1		
$58,000 - $58,999	2	1			1		1	3		3
$57,000 - $57,999	1	3								6
$56,000 - $56,999							1	2	2	4
$55,000 - $55,999	1	3					1	6		2
$54,000 - $54,999	4						1	3		4
$53,000 - $53,999	1		2				1	1		2
$52,000 - $52,999		2					3	3		10
$51,000 - $51,999	3	2			1	1	4	3	3	11
$50,000 - $50,999	2	3	3				2	4		13
$49,000 - $49,999	2					1	3		2	6
$48,000 - $48,999						1	3	3		5
$47,000 - $47,999		2		2		1	2		3	9
$46,000 - $46,999	4	2					3	3	2	7
$45,000 - $45,999	1	7	1				3	6	3	13
$44,000 - $44,999		6		2	1		8	1	1	11
$43,000 - $43,999	2	5	1	2		1	1	3	3	15
$42,000 - $42,999	2	4	1	1	1		2	1	5	15
$41,000 - $41,999		1	1	1	2	2	1	2	1	16
$40,000 - $40,999	5	10	1	2	1	3	4	3	5	19
$39,000 - $39,999	2	6	1	1	3		2	2	2	14
$38,000 - $38,999	3	4	5	3	1				7	24
$37,000 - $37,999	1	4	5	3	3	2	1	5	7	9
$36,000 - $36,999	7	4	1	3	1		1	2	5	16
$35,000 - $35,999	2	7	5	1		3	1	4	5	17
$34,000 - $34,999	2	5	5	3	4	1	1	2	2	14
$33,000 - $33,999	4	3	6	3	3	3	3	1	3	13
$32,000 - $32,999	4	10	7	5	4	4	1	1	2	10
$31,000 - $31,999	1	5	4	4	3	5			2	14
$30,000 - $30,999	2	13	7	8	2	7		5	3	19
$29,000 - $29,999	7	8	11	6	2	5	1	1	2	10
$28,000 - $28,999	2	10	5	5	5	7		9	4	12
$27,000 - $27,999	2	8	12	3	2	5	1	4	7	8
$26,000 - $26,999	1	2	12	8	3			1		10
$25,000 - $25,999	1	3	11	6	1	5	1	3	3	6
$24,000 - $24,999	2	7	11	6		3		1		1
$23,000 - $23,999	2	2	6	9	1	7		1	2	2
$22,000 - $22,999	4	8	9	1	1	4	1	1	3	3
$21,000 - $21,999	4	5	10	4		8	1		2	5
$20,000 - $20,999	1	5	15	6		5		1	2	1
$19,000 - $19,999		2	17	6	3	4			2	1
$18,000 - $18,999		3	10	4		3			1	1
$17,000 - $17,999		1	13	1		2		1	1	
$16,000 - $16,999		2	9	6		1			1	
$15,000 - $15,999		1	11	3	1	1				
$14,000 - $14,999		1	10	3		1				1
$13,000 - $13,999		1	8			1		1		
$12,000 - $12,999			3	1					1	
$11,000 - $11,999			1							
$10,000 - $10,999			2							
less than $10,000			2	2					1	1
N	90	188	245	125	50	99	61	101	101	398
Mean Salary	$38,755	$34,784	$24,634	$27,335	$32,570	$28,529	$44,107	$41,701	$34,977	$39,770

Distribution of Salaries
All Institutions
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SALARY	61	62	63	64	65	66	67	68	69	70
$94,000 - $94,999				1						
$91,000 - $91,999				1						
$79,000 - $79,999			1							
$77,000 - $77,999	1									
$75,000 - $75,999	1			1						
$74,000 - $74,999				3						
$73,000 - $73,999				2	1	2				1
$72,000 - $72,999				2						
$71,000 - $71,999	1	1		1						1
$70,000 - $70,999	3			1						
$69,000 - $69,999	2			1						1
$68,000 - $68,999				1		1				1
$67,000 - $67,999	2				2	1				1
$66,000 - $66,999	1			1		3				
$65,000 - $65,999						5				1
$64,000 - $64,999				1		2				1
$63,000 - $63,999	1			3		2			1	4
$62,000 - $62,999	1			3		1				1
$61,000 - $61,999		1		4	1	1	1			2
$60,000 - $60,999	2		1	2	1	5			1	1
$59,000 - $59,999	5		1	6	2	4		1		4
$58,000 - $58,999	1			3	1	7		1		2
$57,000 - $57,999	8			2		3		2		5
$56,000 - $56,999	5	1	1		4	4				4
$55,000 - $55,999	11		1	2	2	6			2	7
$54,000 - $54,999	4				4	3		1		2
$53,000 - $53,999	9		5		3	9		3	2	7
$52,000 - $52,999	8	1	3	3	10	8		1		3
$51,000 - $51,999	7		1		4	7	1	2	5	6
$50,000 - $50,999	17	1	3		12	12	1		3	6
$49,000 - $49,999	11	2	5		7	3		2	3	13
$48,000 - $48,999	16	1	5		14	3	2	2	3	14
$47,000 - $47,999	15	4	5		9	10	1	3	6	10
$46,000 - $46,999	9	3	12		17	11	1		7	3
$45,000 - $45,999	24	3	9	1	21	9		1	6	12
$44,000 - $44,999	15	4	9		7	6		1	2	10
$43,000 - $43,999	16	3	17		21	9		4	6	13
$42,000 - $42,999	17	3	7		12	2	1	3	6	15
$41,000 - $41,999	20	3	8		21	3		1	6	11
$40,000 - $40,999	15	2	13		15	9		1	8	17
$39,000 - $39,999	13	5	14		5	2		2	2	22
$38,000 - $38,999	18	4	15		33	6	1	2	9	23
$37,000 - $37,999	27	3	18		19	2	1	2	3	16
$36,000 - $36,999	20	3	17	2	13	8	3	4	7	13
$35,000 - $35,999	18	1	21	1	20	8	1	4	7	13
$34,000 - $34,999	21	4	18		11	7		5	4	14
$33,000 - $33,999	14	2	29	1	11	5		3	8	8
$32,000 - $32,999	19	4	19		11	2	2	2	2	10
$31,000 - $31,999	17	4	20	1	13	3	3	2	4	14
$30,000 - $30,999	27	7	23		13	3	1	2	10	9
$29,000 - $29,999	21	5	21		2	9		1	4	6
$28,000 - $28,999	21	5	21		11	6	1	2	8	4
$27,000 - $27,999	13	5	25		11	6	1	3	4	7
$26,000 - $26,999	13	4	24	2	7	3		3	7	2
$25,000 - $25,999	21	8	23		10	6		2	6	7
$24,000 - $24,999	11	2	23	1	11	4	1	1	4	4
$23,000 - $23,999	11	4	16		7	2		2	10	2
$22,000 - $22,999	10	5	15		4	2		3	4	3
$21,000 - $21,999	9	5	15		4	2		2	1	4
$20,000 - $20,999	7		12		4			1	4	3
$19,000 - $19,999	3	1	14		4		1	4	2	2
$18,000 - $18,999	6		10		4					1
$17,000 - $17,999	3		7		2		1	2	1	2
$16,000 - $16,999	1		6		1		1		3	1
$15,000 - $15,999			6	1	1		1			1
$14,000 - $14,999	2			1	1		1	1	1	
$13,000 - $13,999			1							
$12,000 - $12,999	1		2		1				1	
$11,000 - $11,999			1							
less than $10,000	1		1							3
N	596	114	544	55	425	237	28	84	183	373
Mean Salary	$38,019	$34,578	$31,991	$57,615	$38,274	$44,248	$34,513	$35,932	$35,501	$40,282

Distribution of Salaries
All Institutions
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SALARY	71	72	73	74	75	76	77	78	79	80
more than $110,000								3		
$108,000 - $108,999								2		
$107,000 - $107,999								1		
$105,000 - $105,999								1		
$104,000 - $104,999								1		
$102,000 - $102,999								1		
$96,000 - $96,999								3		
$95,000 - $95,999								3		
$94,000 - $94,999								3		
$92,000 - $92,999								1		
$88,000 - $88,999	1							2		
$87,000 - $87,999								1		
$86,000 - $86,999								1		
$85,000 - $85,999					1					
$84,000 - $84,999								2		
$83,000 - $83,999					1					
$81,000 - $81,999								2		1
$80,000 - $80,999								5		
$79,000 - $79,999					1			1		
$78,000 - $78,999					1			1		
$77,000 - $77,999								5		
$76,000 - $76,999	1				1			5		
$75,000 - $75,999					2			2		
$74,000 - $74,999								1		
$73,000 - $73,999					2			1		
$72,000 - $72,999	2							1		
$71,000 - $71,999								2		
$70,000 - $70,999			1		2			3		
$69,000 - $69,999								1		
$68,000 - $68,999			1					3		
$67,000 - $67,999					3			1		
$66,000 - $66,999					2			4		
$65,000 - $65,999					7			3	1	
$64,000 - $64,999			1		3		1	2		
$63,000 - $63,999					2		1	1		
$62,000 - $62,999	2		1		2			2		
$61,000 - $61,999					4			2	1	1
$60,000 - $60,999					8				1	
$59,000 - $59,999	2		1		5		1		1	1
$58,000 - $58,999	1				6					
$57,000 - $57,999	1	1	1		4		1			2
$56,000 - $56,999	4	1			11					3
$55,000 - $55,999	1		1		5	3	1	1		2
$54,000 - $54,999		5	1		5	1		1		3
$53,000 - $53,999		1	2		7		1		2	2
$52,000 - $52,999	1	2			9				1	4
$51,000 - $51,999	1		2		4	3	2		3	4
$50,000 - $50,999	6	2	1		6	2	1			5
$49,000 - $49,999	2	2	1		5	1		1		5
$48,000 - $48,999	3	3	3	2	2	1	1	1	1	5
$47,000 - $47,999	4	4			3		2		1	1
$46,000 - $46,999	1	1	1	1	4	2	2		2	6
$45,000 - $45,999	6	1	5	2	1	2	1		3	10
$44,000 - $44,999	4	1	4			1	2		4	7
$43,000 - $43,999	1	3	4	1	1	4	3			12
$42,000 - $42,999	5	5	3		3	3	4		2	8
$41,000 - $41,999	5	4	3			9			4	4
$40,000 - $40,999	6	1	8			1	2		2	8
$39,000 - $39,999	6	1	5	3		5	1		4	6
$38,000 - $38,999	7	2	8	4		4	1			6
$37,000 - $37,999	6		3	2		2	2	1	4	10
$36,000 - $36,999	11	2	5	2		5	6		1	9
$35,000 - $35,999	6	2	2	1		5	8		5	13
$34,000 - $34,999	6	1	8	2		1	5		7	8
$33,000 - $33,999	6	1	9	1	2	4	5		8	10
$32,000 - $32,999	9		7	4		1	4		1	16
$31,000 - $31,999	11	2	11	2	2	3	7		4	11
$30,000 - $30,999	11	2	13	3	1		5		5	13
$29,000 - $29,999	6	3	16	1		1	5		8	8
$28,000 - $28,999	7	3	10	3		1	5			11
$27,000 - $27,999	3	3	10			3	7		2	10
$26,000 - $26,999	5	2	9			1	6		5	10
$25,000 - $25,999	4	3	13	2		2	5		1	11
$24,000 - $24,999	7	3	9	1			4		2	12
$23,000 - $23,999	2		4	2		2	3		2	7
$22,000 - $22,999	3	3	4		1					3
$21,000 - $21,999	4	1	6		1	2	2		2	11
$20,000 - $20,999	2	1	4		1	1	1		2	3
$19,000 - $19,999	2		3		1		2			5
$18,000 - $18,999		1	9		1		3		3	1
$17,000 - $17,999		3	3				3		3	2
$16,000 - $16,999	1						1		1	
$15,000 - $15,999									3	
$14,000 - $14,999		1	2			1	2			1
$13,000 - $13,999				1		1				
$12,000 - $12,999	1									
$11,000 - $11,999									1	
less than $10,000		1								
N	186	78	218	40	133	78	119	78	103	291
Mean Salary	$37,061	$36,856	$32,450	$34,197	$55,264	$37,810	$33,149	$78,777	$34,359	$35,414

Distribution of Salaries
All Institutions
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SALARY	81	82	83	84	85	86	87	88	89
$82,000 - $82,999			1						
$76,000 - $76,999		1		1					
$75,000 - $75,999				1					
$73,000 - $73,999			2						
$71,000 - $71,999									1
$70,000 - $70,999			1						
$69,000 - $69,999				1					
$67,000 - $67,999									1
$66,000 - $66,999				1				1	
$65,000 - $65,999				1					
$64,000 - $64,999		1			1				
$63,000 - $63,999		2		2		1			2
$62,000 - $62,999				1	1	2			1
$60,000 - $60,999					1				2
$59,000 - $59,999		2		1					1
$58,000 - $58,999		1		1	1				1
$57,000 - $57,999		1	1		1				3
$56,000 - $56,999		1	1	1	1	3			1
$55,000 - $55,999		3		3	1	1			2
$54,000 - $54,999		5	1	2			1		1
$53,000 - $53,999	1	3		2	2	2		2	
$52,000 - $52,999	1	2		4	1	4	1	1	1
$51,000 - $51,999		5		2	1	1		1	3
$50,000 - $50,999		4		1	2	2			2
$49,000 - $49,999	2	2	1	2	2	2	1	1	
$48,000 - $48,999	1	4		2	1	2		1	
$47,000 - $47,999	3	1		2	2	3		1	1
$46,000 - $46,999	5	1		5	3	6		2	2
$45,000 - $45,999	2	3	1	7	5	6		1	
$44,000 - $44,999	3	1		2			1	4	
$43,000 - $43,999	4	2		5	3	4	1	4	
$42,000 - $42,999	5	2		2	1			2	
$41,000 - $41,999	7	2		6	2	1		1	
$40,000 - $40,999	7	2		9	2	5	1	2	
$39,000 - $39,999	5			6	3	1	1	1	
$38,000 - $38,999	9	1	1	8	8	7		5	
$37,000 - $37,999	14	3		12	6	2	1	2	
$36,000 - $36,999	8		2	7	6		1	3	
$35,000 - $35,999	9	2		9	11	3	2	4	
$34,000 - $34,999	11			8	12	3	3	1	
$33,000 - $33,999	11	1	1	14	7	1		5	
$32,000 - $32,999	13			14	11		2	5	
$31,000 - $31,999	15			10	10	1	5	1	1
$30,000 - $30,999	9		1	9	14	4	5		
$29,000 - $29,999	15			15	13	3	3	5	
$28,000 - $28,999	12		1	11	12	3	7	2	
$27,000 - $27,999	12			16	11	3	4	1	
$26,000 - $26,999	11	1		12	10	2	4	1	1
$25,000 - $25,999	10			13	11	2	7		
$24,000 - $24,999	7		1	8	12	4	7		
$23,000 - $23,999	2			3	6	1	2		
$22,000 - $22,999	6			9	10	2	2		
$21,000 - $21,999	7			4	9	1	3		
$20,000 - $20,999	3		1	5	8	1	3	2	
$19,000 - $19,999	3			2	5	2	1		
$18,000 - $18,999				4	4		4		
$17,000 - $17,999				1	1	1	2		
$16,000 - $16,999	2				3	2	2		
$15,000 - $15,999	1				1		1		
$14,000 - $14,999				1	1	1	1		
$13,000 - $13,999		1		1			1		
$10,000 - $10,999					1				
N	236	60	17	269	240	95	80	62	29
Mean Salary	$32,744	$48,575	$47,597	$34,624	$31,409	$38,251	$27,767	$38,164	$54,275

APPENDIX B

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Ind	Main	TX
Academy of the New Church	003228	4-yr	Pri-Rel		PA
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Rel		MI
Aiken Technical College	010056	2-yr	Public		SC
Aims Community College	007582	2-yr	Public		CO
Alabama A&M University	001002	Univ	Public		AL
Alabama State University	001005	Univ	Public		AL
Alaska Pacific University	001061	Univ	Pri-Rel		AK
Albany Junior College	001543	2-yr	Public		GA
Albany Medical College	002887	Med	Pri-Ind		NY
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Albion College	002235	4-yr	Pri-Rel		MI
Alcorn State University	002396	4-yr	Public		MS
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	2-yr	Pri Ind		KY
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alliance College	003232	4-yr	Pri-Ind		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
American Academy of Dramatic Arts, West	012477	2-yr	Pri Ind	Campus	CA
American College in Paris	900037	4-yr	Pri-Ind		
American Conservatory of Music	001629	4-yr	Pri-Ind		IL
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Rel		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anderson College	003418	2-yr	Public		SC
Andover Newton Theological School	002116	Theol	Pri-Rel		MA
Andrews University	002238	Univ	Pri-Rel		MI
Anna Maria College	002117	4-yr	Pri-Rel		MA
Anne Arundel Community College	002058	Law	Public	Office	MD
Antelope Valley Community College	001113	2-yr	Public		CA
Appalachian Bible College	007544	4-yr	Pri-Rel		WV
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri Ind		MI
Aquinas Institute of Theology	001632	Theol	Pri-Rel		IA
Aquinas Junior College	008072	2-yr	Pri-Ind		MA
Arapahoe Community College	001346	2-yr	Public		CO
Arizona College of the Bible	900047	4-yr	Pri-Ind		AZ
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Pri-Rel		AR
Arkansas State University	001090	Univ	Public		AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public		GA
Asbury College	001952	4-yr	Pri-Ind		KY
Asbury Theological Seminary	001953	Theol	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assemblies of God Graduate School	012120	Theol	Pri-Rel		MO
Assumption College	002118	4-yr	Pri-Rel		MA
Atlanta College of Art	001549	4-yr	Pri-Ind		GA
Atlanta Junior College	012165	2-yr	Public	Main	GA
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University, Main	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	4-yr	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Austin Community College	002335	2-yr	Public		MN
Austin Community College	012015	2-yr	Public		TX
Austin Peay State University	003478	Univ	Public		TN
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Baptist Bible College of Denver	900048	4-yr	Pri-Ind		CO
Barat College	001635	4-yr	Pri-Ind		IL
Barnard College	002708	4-yr	Pri-Ind		NY
Barrington College	003400	4-yr	Pri-Ind		RI
Barry College	001466	4-yr	Pri-Rel		FL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bassist College	900049	2-yr	Pri-Ind		OR
Bates College	002036	4-yr	Pri-Ind		ME
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bayamon Central University	010015	4-yr	Pri-Rel	Office	PR
Baylor College of Dentistry	004948	Other	Pri-Ind		TX
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmine College	001954	4-yr	Pri-Rel		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue Community College	003769	2-yr	Public		WA
Belmont Technical College	009941	2-yr	Public		OH
Bemidji State University	002336	Univ	Public	Main	MN
Benedict College	003420	4-yr	Pri-Rel		SC
Bennett College	002911	4-yr	Pri-Rel		NC
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri Ind		KY
Bergen Community College	004736	2-yr	Public		NJ
Berry College	001554	4-yr	Pri-Ind		GA
Bethany Bible College	001121	4-yr	Pri-Rel		CA
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethany Nazarene College	003149	4-yr	Pri-Rel		OK
Bethel College	001787	4-yr	Pri-Rel		IN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College and Seminary	009058	4-yr	Pri-Rel		MN
Biola College	001122	4-yr	Pri-Ind		CA
Birmingham Southern College	001012	4-yr	Pri-Rel		AL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public		SD
Blackburn University	001639	4-yr	Pri-Ind		IL
Bloomfield College	002597	4-yr	Pri-Rel	Main	NJ
Bloomsburg State College	003315	4-yr	Public		PA
Blue Mountain Community College	003186	2-yr	Public		OR
Bluefield College	003703	4-yr	Pri-Rel		VA
Bluffton College	003016	4-yr	Pri-Rel		OH
Boise State University	001616	Univ	Public		ID
Borromeo College of Ohio	003017	4-yr	Pri-Rel		OH
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind	Main	MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowie State College	002062	4-yr	Public		MD
Bowling Green State University	003018	Univ	Public		OH
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brazosport College	007857	2-yr	Public		TX
Brescia College	001958	4-yr	Pri Rel		KY
Brevard Community College	001470	2-yr	Public	Office	FL
Briar Cliff College	001846	4-yr	Pri-Rel		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public		MA
Brookdale Community College	008404	2-yr	Public		NJ
Brooklyn College	002687	4-yr	Public	Main	NY
Broome Community College	002862	2-yr	Public		NY
Brown University	003401	Univ	Pri-Ind		RI
Brunswick Junior College	001558	2-yr	Public	Main	GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Bunker Hill Community College	011210	2-yr	Public		MA
Burlington College	012183	4-yr	Pri-Ind		VT
Butler County Community College	003240	2-yr	Public		PA
Butler University	001788	Univ	Pri-Ind		IN
Caldwell Community College and Technical Institute	004835	2-yr	Public		NC
California College of Podiatric Medicine	001135	Med	Pri Ind		CA
California Institute of Technology	001131	Univ	Pri-Ind		CA
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Main	CA
California School of Professional Psychology, Fresno	011881	Other	Pri-Ind	Campus	CA
California School of Professional Psychology, San Diego	010013	Med	Pri-Ind	Campus	CA
California State College, San Bernardino	001142	4-yr	Public	Main	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State University and Colleges, System Office	001136	Univ	Public	Office	CA
California State University, Fresno	001147	Univ	Public	Main	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
Calvin College	002241	4-yr	Pri-Rel		MI
Cambellsville College	001959	4-yr	Pri Rel		KY
Cameron University	003150	Univ	Public		OK

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Cape Cod Community College	002168	2-yr	Public	Main	MA
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Newman College	029130	4-yr	Pri-Ind		MO
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Cari Albert Junior College	003176	2-yr	Public		OK
Carleton College	002340	4-yr	Pri-Ind		MN
Carlow College	003303	4-yr	Pri-Rel		PA
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-yr	Pri-Rel		WI
Carson-Newman College	003481	4-yr	Pri-Rel		TN
Carthage College	003839	4-yr	Pri-Rel		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Main	VT
Catholic Theological Union, Chicago	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Rel		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel		PR
Cayuga County Community College	002861	2-yr	Public		NY
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH
Centenary College	002599	4-yr	Pri-Ind		NJ
Center for Early Education	001160	Other	Pri-Ind		CA
Central College	001850	4-yr	Pri-Rel		IA
Central College	001908	2-yr	Pri-Ind		KS
Central Connecticut State College	001378	Univ	Public	Main	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central Nebraska Technical Community College Area, System Office	029008	2-yr	Public	Office	NE
Central Ohio Technical College	011046	2-yr	Public		OH
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003026	4-yr	Public		OH
Central State University	003152	Univ	Public		OK
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Centre College of Kentucky	001961	4-yr	Pri Ind		KY
Chaminade University of Honolulu	001605	Univ	Pri-Rel		HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	Law	Public	Main	MD
Chatham College	003244	4-yr	Pri-Ind		PA
Chattahoochee Valley Community College	012182	2-yr	Public		AL
Chemeketa Community College	003218	2-yr	Public		OR
Chicago City-Wide College	029050	2-yr	Public	Campus	IL
Chicago State University	001694	Univ	Public	Campus	IL
Chipola Junior College	001472	2-yr	Public		FL
Christ Seminary-Seminex	012459	Theol	Pri-Rel		MO
Christian Theological Seminary	001789	Theol	Pri-Rel		IN
Christopher Newport College	003706	4-yr	Public		VA
Cincinnati Bible Seminary	003029	Theol	Pri-Ind		OH
Cincinnati Technical College	010345	2-yr	Public		OH
Cisco Junior College	003553	2-yr	Public		TX
City University of New York, City College	002688	4-yr	Public	Main	NY
City University of New York, Graduate School and University Center	004063	Univ	Public		NY
Clackamas Community College	004878	2-yr	Public		OR
Claremone University Center, Claremont Men's College	001170	4-yr	Pri-Ind		CA
Claremont University Center, Claremont Graduate School	001169	Univ	Pri-Ind		CA
Claremore Junior College	003168	2-yr	Public		OK
Clarendon College	003554	2-yr	Public		TX
Clarion State College	009235	4-yr	Public	Main	PA
Clark College	001559	4-yr	Pri-Rel		GA
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson College of Technology	002699	4-yr	Pri-Ind		NY
Clayton Junior College	008976	2-yr	Public		GA
Clemson University	003425	Univ	Public		SC
Cleveland College of Jewish Studies	012838	4-yr	Pri-Rel		OH
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Coast Community College, System Office	008220	2-yr	Public	Office	CA
Coastline Community College	029027	2-yr	Public	Main	CA
Coffeyville Community College	001910	2-yr	Public		KS
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colby-Sawyer College	002572	4-yr	Pri-Ind		NH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
College Misericordia	003247	4-yr	Pri-Ind		PA
College of Dupage	006656	2-yr	Public		IL
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Idaho	001617	4-yr	Pri-Rel		ID
College of Insurance	002702	4-yr	Pri-Ind		NY
College of Lake County	007694	2-yr	Public		IL
College of Medicine and Dentistry of New Jersey	002620	Med	Public	Main	NJ
College of Mount Saint Joseph-on-the-Ohio	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of New Rochelle	002704	4-yr	Pri-Rel	Main	NY
College of Osteopathic Medicine and Surgery	001855	Med	Pri Ind		IA
College of Our Lady of the Elms	002140	4-yr	Pri-Rel		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph the Provider	003685	4-yr	Pri-Ind		VT
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Scholastica	002343	4-yr	Pri-Rel		MN
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Ind		NM
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Pri-Rel		OH
College of the Atlantic	011385	4-yr	Pri-Ind		ME
College of the Holy Cross	002141	4-yr	Pri-Rel		MA
College of the Mainland	007096	2-yr	Pri-Ind		TX
College of the Southwest	002650	4-yr	Pri-Ind		NM
College of the Virgin Islands	008841	4-yr	Public		VI
Colorado College	001347	4-yr	Pri-Ind		CO
Colorado Mountain Junior College, System Office	006948	2-yr	Public	Office	CO
Colorado Northwestern Community College	001359	2-yr	Public		CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia College	007707	2-yr	Public	Campus	CA
Columbia University	007963	Univ	Pri-Ind		NY
Columbia University, Teachers College	003979	Other	Pri-Ind		NY
Columbia-Greene Community College	006789	2-yr	Public	Campus	NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	2-yr	Public		OH
Community College of Alleghany County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, System Office	009543	2-yr	Public	Office	CO
Community College of Micronesia	010343	2-yr	Public	Campus	TT
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of Rhode Island	003408	2-yr	Public		RI
Community College of Vermont	011167	2-yr	Public		VT
Community College of the Finger Lakes	007532	2-yr	Public		NY
Concord College	003810	4-yr	Public		WV
Concordia College	002346	4-yr	Pri-Rel		MN
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College	003842	4-yr	Pri-Rel		WI
Concordia Seminary	002457	Theol	Pri-Rel		MO
Connecticut College	001379	4-yr	Pri-Ind		CT
Connecticut State Technical Colleges	900050	2-yr	Public	Office	CT
Conservative Baptist Theological Seminary	001352	Theol	Pri-Rel		CO
Converse College	003431	4-yr	Pri-Ind		SC
Coppin State College	002068	4-yr	Public		MD
Cornell University, Medical College	004762	Med	Pri-Ind	Campus	NY
Cornell University, System Office	007964	Univ	Public	Office	NY
Corning Community College	002863	2-yr	Public		NY
Corpus Christi State University	011161	Univ	Public	Main	TX
County College of Morris	007729	2-yr	Public	Main	NJ
Covenant College	003484	4-yr	Pri-Rel		TN
Covenant Theological Seminary	004707	Theol	Pri-Rel		MO
Cowley County Community College	001902	2-yr	Public		KS
Creighton University	002542	Univ	Pri-Rel		NE
Crowley's Ridge College	001095	2-yr	Pri-Rel		AR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Cumberland County College	002601	2-yr	Public		NJ
D'Youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public		VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas Christian College	006941	4-yr	Pri-Rel		TX
Dallas County Community College District	003561	2-yr	Public	Office	TX
Dallas Theological Seminary	003562	Theol	Pri-Ind		TX
Daniel Webster College	014273	4-yr	Pri-Ind		NH
Dartmouth College	002573	4-yr	Pri-Ind		NH
Daytona Beach Community College	001475	2-yr	Public		FL
De Lourdes College	001670	4-yr	Pri Rel		IL
De Sales Hall School of Theology	012029	Theol	Pri-Rel		MD
DeKalb Community College	001562	2-yr	Public	Office	GA
DePaul University	001671	Univ	Pri-Rel		IL
DePauw University	001792	4-yr	Pri-Rel		IN
Dean Junior College	002144	2-yr	Pri-Ind		MA
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware County Community College	007110	2-yr	Public		PA
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College, Dover	011727	2-yr	Public	Main	DE
Delaware Technical and Community College, Georgetown	007053	2-yr	Public	Main	DE
Delaware Technical and Community College, Newark	011387	2-yr	Public	Main	DE
Delaware Technical and Community College, System Office	008074	2-yr	Public	Office	DE
Delaware Valley College of Science and Agriculture	003252	4-yr	Pri-Ind		PA
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Denmark Technical College	900030	2-yr	Public	Campus	SC
Des Moines Area Community College	008735	2-yr	Public		IA
Diablo Valley College	001911	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Pri-Ind		PA
Dixie College	003671	2-yr	Public		UT
Dominican College of Blauvelt	002713	4-yr	Pri-Ind		NY
Dominican School of Philosophy and Theology	001296	Theol	Pri-Rel		CA
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drexel University	003256	Univ	Pri-Ind		PA
Duquesne University	003258	Univ	Pri-Rel		PA
Durham Technical Institute	005448	2-yr	Public		NC
Dutchess Community College	002864	2-yr	Public		NY
Earlham College	001793	4-yr	Pri-Rel		IN
East Carolina University	002923	Univ	Public	Main	NC
East Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Stroudsburg State College	003320	4-yr	Public	Main	PA
East Tennessee State University	003487	Univ	Public		TN
East Texas State University at Commerce	003565	Univ	Public	Main	TX
East-West Center	900051	Other	Public		HI
Eastern College	003259	4-yr	Pri-Ind		PA
Eastern Connecticut State College	001425	4-yr	Public		CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Iowa Community College District, Muscatine Community College	001882	2-yr	Public	Main	IA
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College	003708	4-yr	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University, Clovis	900052	2-yr	Public	Campus	NM
Eastern New Mexico University, Main	002651	Univ	Public	Main	NM
Eastern New Mexico University, Roswell	002661	2-yr	Public	Campus	NM
Eastern Oklahoma State College	003155	2-yr	Public		OK
Eastern Oregon State College	003193	4-yr	Public	Main	OR
Eastern Shore Community College	003748	2-yr	Public	Campus	VA
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Washington University	003775	Univ	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Pri-Rel		FL
Eden Theological Seminary	002462	Theol	Pri-Rel		MO
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro State College	003321	4-yr	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public	Campus	WA
El Camino College	001197	2-yr	Public		CA
El Centro College	004453	2-yr	Public	Campus	TX
El Paso Community College	010387	2-yr	Public		TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Electronic Data Processing College	029044	4-yr	Pri-Ind	Main	PR
Elizabeth Seton College	002717	2-yr	Pri-Ind		NY
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Elon College	002927	4-yr	Pri-Rel		NC
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind	Office	FL
Emerson College	002146	4-yr	Pri-Ind		MA
Emmanuel College	002147	4-yr	Pri-Rel		MA
Emmanuel School of Religion	012547	Theol	Pri-Rel		TN
Emory University	001564	Univ	Pri-Ind	Main	GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	4-yr	Public		KS
Endicott College	002148	2-yr	Pri-Ind		MA
Episcopal Divinity School	002149	Theol	Pri-Rel		MA
Erie Community College	002865	2-yr	Public	Office	NY
Evangel College	002463	4-yr	Pri-Rel		MO
Evanston Hospital Corporation	900053	Med	Pri-Ind	Office	IL
Evergreen State College	008155	4-yr	Public	Campus	WA
Fairfield University	001385	Univ	Pri-Rel		CT
Fairleigh Dickinson University, Madison	004738	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, Rutherford	002604	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, System Office	008222	Univ	Pri-Ind	Office	NJ
Fairleigh Dickinson University, Teaneck	002607	Univ	Pri-Ind	Campus	NJ
Fairmont State College	003812	4-yr	Public		WV
Faith Baptist Bible College	007121	4-yr	Pri-Rel		IA
Fayetteville State University	002928	Univ	Public	Main	NC
Fayetteville Technical Institute	007640	2-yr	Public		NC
Feather River College	008597	2-yr	Public	Campus	CA
Felician College	001680	2-yr	Pri-Rel		IL
Felician College	002610	4-yr	Pri-Rel		NJ
Ferrum College	003711	4-yr	Pri-Rel		VA
Fitchburg State College	002184	4-yr	Public	Main	MA
Flathead Valley Community College	006777	2-yr	Public		MT
Florida Atlantic University	001481	Univ	Public	Main	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Other	Public		FL
Florida Junior College, Jacksonville	001484	2-yr	Public	Office	FL
Florida Junior College, Jacksonville-Downtown	900013	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-Kent	900010	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-North	900014	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-South	900015	2-yr	Public	Campus	FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Rel		MO
Fordham University	002722	Univ	Pri-Rel		NY
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-yr	Public		CO
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Valley State College	001566	4-yr	Public		GA
Fort Wright College of the Holy Names	003777	4-yr	Pri-Rel		WA
Francis Marion College	009226	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Freed-Hardeman College	003492	4-yr	Pri-Rel		TN
Friends University	001918	4-yr	Pri-Rel		KS
Frostburg State College	002072	4-yr	Public		MD
Fundacion Educativa Ana G. Mendez, Colegio Universitario del Turabo	029078	4-yr	Pri-Ind	Office	PR
Furman University	003434	Univ	Pri-Rel		SC
Gadsden State Junior College	001017	2-yr	Public		AL
Gainesville Junior College	001567	2-yr	Public		GA
Gallaudet College	001443	4-yr	Pri-Ind		DC
Gannon University	003266	Univ	Pri-Rel		PA
Garrett Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gaston College	002973	2-yr	Public		NC
Gateway Technical Institute	007288	2-yr	Public	Office	WI
Gavilan Community College	001202	2-yr	Public		CA
Genesee Community College	006782	2-yr	Public		NY
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Rel		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public	Main	GA
Georgia Institute of Technology	007999	Univ	Public		GA
Georgia Southern College	001572	4-yr	Public		GA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Georgia Southwestern College	001573	4-yr	Public		GA
Georgia State University	001574	Univ	Public		GA
Gettysburg College	003268	4-yr	Pri-Ind		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College Corporation	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind		CA
Golden West College	001206	2-yr	Public	Campus	CA
Goldey Beacom College	001429	4-yr	Pri-Ind	Main	DE
Gonzaga University	003778	Univ	Pri-Rel		WA
Gordon College	002153	4-yr	Pri-Rel		MA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College	001800	4-yr	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grand Canyon College	001074	4-yr	Pri-Rel		AZ
Grand Valley State Colleges	002268	4-yr	Public		MI
Grays Harbor College	003779	2-yr	Public	Main	WA
Green Mountain College	003687	4-yr	Pri-Ind		VT
Green River Community College	003780	2-yr	Public	Main	WA
Greenfield Community College	002169	2-yr	Public	Campus	MA
Greensboro College	002930	4-yr	Pri-Rel		NC
Greenville College	001684	4-yr	Pri-Rel		IL
Grossmont Community College	001208	2-yr	Public		CA
Guilford College	002931	4-yr	Pri-Ind		NC
Gulf Coast Bible College	006942	4-yr	Pri-Rel		TX
Gulf Coast Community College	001490	2-yr	Public		FL
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann Medical College and Hospital	003271	Med	Pri-Ind	Office	PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton Institute	003714	4-yr	Pri-Ind		VA
Hanover College	001801	4-yr	Pri-Rel		IN
Hardin-Simmons University	003571	Univ	Pri-Rel		TX
Harford Community College	002075	2-yr	Public		MD
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Pri-Ind		CT
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haverford College	003274	4-yr	Pri-Rel		PA
Hawaii Loa College	004548	4-yr	Pri-Rel		HI
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Office	TX
Hesston College	001920	2-yr	Pri-Rel		KS
Highland Community College	001681	2-yr	Public		IL
Highland Park Community College	002271	2-yr	Public		MI
Hill Junior College	003573	2-yr	Public		TX
Hillsborough Community College	007870	2-yr	Public		FL
Hinds Junior College	002407	2-yr	Public	Office	MS
Hiram College	003049	4-yr	Pri-Ind		OH
Hobart-William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Family College	003275	4-yr	Pri-Rel		PA
Holy Family College	012313	2-yr	Pri-Rel		CA
Holy Name College	001183	4-yr	Pri-Rel		CA
Holyoke Community College	002170	2-yr	Public	Main	MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Houghton College	002734	4-yr	Pri-Rel		NY
Housatonic Community College	004513	2-yr	Public		CT
Houston Community College, System Office	010633	2-yr	Public	Office	TX
Howard College	003574	2-yr	Public		TX
Howard Community College	008175	2-yr	Public		MD
Hudson Valley Community College	002868	2-yr	Public		NY
Humanistic Psychology Institute	900054	Other	Pri-Ind		CA
Huntingdon College	001019	4-yr	Pri-Rel		AL
Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Rel		SD
Husson College	002043	4-yr	Pri-Ind		ME
Huston-Tillotson College	003577	4-yr	Pri-Rel		TX
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Iliff School of Theology	001354	Theol	Pri-Rel		CO
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Illinois Central College	006753	2-yr	Public		IL
Illinois College	001688	4-yr	Pri-Rel		IL
Illinois College of Optometry	001689	4-yr	Pri-Ind		IL
Illinois College of Podiatric Medicine	001690	Other	Pri-Ind		IL
Illinois Eastern Community College, Frontier Community College	029085	2-yr	Public	Campus	IL
Illinois Eastern Community College, Lincoln Trail College	009786	2-yr	Public	Campus	IL
Illinois Eastern Community College, Olney Central College	001742	2-yr	Public	Campus	IL
Illinois Eastern Community College, System Office	009135	2-yr	Public	Office	IL
Illinois Eastern Community College, Wabash Valley College	001779	2-yr	Public	Campus	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	4-yr	Pri-Rel		IL
Immaculata College	003276	4-yr	Pri-Rel		PA
Indian River Community College	001493	2-yr	Public		FL
Indiana Central University	001804	Univ	Pri-Rel		IN
Indiana Northern Graduate School of Professional Management	001806	Other	Pri Ind		IN
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana State University, Main	009563	Univ	Public	Main	IN
Indiana State University, System Office	009562	Univ	Public	Office	IN
Indiana University of Pennsylvania	008810	4-yr	Public		PA
Indiana University, Bloomington	001809	Univ	Public	Campus	IN
Indiana University, East	001811	2-yr	Public		IN
Indiana University, Kokomo	001814	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College	009916	2-yr	Public	Office	IN
Institute for Advanced Study	900045	Other	Pri-Ind		NJ
Institute of American Indian Arts	011011	2-yr	Public		NM
Institute of Paper Chemistry	005010	Other	Pri-Ind		WI
Instituto Comercial De Puerto Rico Junior College	011940	2-yr	Pri-Ind	Office	PR
Inter American University of Puerto Rico, System Office	008242	Univ	Pri-Ind	Office	PR
Interdenominational Theological Center	001568	Theol	Pri-Rel		GA
Iona College	002737	4-yr	Pri-Ind		NY
Iowa State University	001869	Univ	Public	Main	IA
Iowa Wesleyan College	001871	4-yr	Pri-Rel		IA
Isothermal Community College	002934	2-yr	Public	Campus	NC
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College, Downtown	900057	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, Parham Road	900056	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, System Office	003759	2-yr	Public	Office	VA
J. Sargeant Reynolds Community College, Western Center	900055	2-yr	Public	Campus	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public		TN
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson College	007102	2-yr	Public		MO
Jefferson Community College	002870	2-yr	Public		NY
Jefferson State Junior College	001022	2-yr	Public		AL
Jersey City State College	002613	4-yr	Public		NJ
John B. Stetson University	001531	Univ	Pri-Rel		FL
John Brown University	001100	4-yr	Pri-Ind		AR
John F. Kennedy University	004484	Univ	Pri-Ind		CA
John Hopkins University	002077	Univ	Pri-Ind		MD
Johnson Bible College	003495	4-yr	Pri-Rel		TN
Johnsorf C. Smith University	002936	4-yr	Pri-Ind		NC
Johnson County Community College	008244	2-yr	Public		KS
Judson Baptist College	003195	4-yr	Pri-Rel		OR
Judson College	001700	4-yr	Pri-Rel		IL
Kalamazoo College	002275	4-yr	Pri-Rel		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007960	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas Newman College	001939	4-yr	Pri-Rel		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	2-yr	Public		KS
Kaskaskia College	001701	2-yr	Public		IL
Kearney State College	002551	4-yr	Public	Campus	NE
Keene State College	002590	4-yr	Public	Campus	NH
Kennedy-King College	001654	2-yr	Public	Campus	IL
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Kentucky Wesleyan College	001969	4-yr	Pri Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King College	003496	4-yr	Pri-Rel		TN
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kishwaukee College	007684	2-yr	Public		IL
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle College	003287	4-yr	Pri-Rel		PA
Laboure Junior College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake City Community College	001501	2-yr	Public		FL
Lake Erie College	003066	4-yr	Pri-Ind		OH
Lake Land College	007644	2-yr	Public		IL
Lake Region Junior College	002991	2-yr	Public		ND
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lakeland College	003854	4-yr	Pri-Rel		WI
Lakeland College	900019	2-yr	Pri-Ind		FL
Lakeland Community College	006804	2-yr	Public		OH
Lamar Community College	001355	2-yr	Public		CO
Lamar University	003581	Univ	Public	Office	TX
Lancaster Theological Seminary	003286	Theol	Pri-Rel		PA
Lander College	003435	4-yr	Public		SC
Langston University	003157	4-yr	Public		OK
Lansing Community College	002278	2-yr	Public		MI
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Other	Public	Campus	TX
Lawrence University	003856	4-yr	Pri-Ind		WI
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Leeward Community College	004549	2-yr	Public	Campus	HI
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis College of Business	003968	2-yr	Pri-Ind		MI
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Rel		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lincoln Christian College and Seminary	001708	4-yr	Pri-Rel		IL
Lincoln College	001709	2-yr	Pri-Ind		IL
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lincoln University	003277	4-yr	Public		PA
Lincoln University of Missouri	002479	Univ	Public		MO
Lindenwood College	002480	4-yr	Pri-Ind		MO
Linfield College	003198	4-yr	Pri-Ind		OR
Linn-Benton Community College	006938	2-yr	Public		OR
Livingston University	001024	Univ	Public		AL
Livingstone College	002942	4-yr	Pri-Rel		NC
Lock Haven State College	003323	4-yr	Public	Main	PA
Loma Linda University	001218	Univ	Pri-Rel		CA
Lon Morris College	003585	2-yr	Pri-Rel		TX
Long Island University	002754	Univ	Pri-Ind	Office	NY
Longview Community College	009140	2-yr	Public	Campus	MO
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Lord Fairfax Community College	008659	2-yr	Public	Main	VA
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	Other	Pri-Ind		CA
Los Angeles Pierce College	001226	2-yr	Public	Main	CA
Los Angeles Valley College	001228	2-yr	Public	Main	CA
Los Angeles Trade-Technical College	001227	2-yr	Public	Campus	CA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Campus	LA
Louisiana State University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University, Shreveport	002013	4-yr	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Lower Columbia College	003782	2-yr	Public		WA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University	011649	Univ	Pri-Ind	Main	CA
Loyola University of Chicago	001710	Univ	Pri-Rel		IL
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute of Seattle	029019	Other	Pri-Rel		WA
Lutheran Theological Seminary, Gettysburg	003291	Theol	Pri-Rel		PA
Lutheran Theological Seminary, Philadelphia	003292	Theol	Pri-Rel		PA
Lutheran Theological Southern Seminary	003437	Theol	Pri-Rel		SC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Luzerne County Community College	006811	2-yr	Public		PA
Lycoming College	003293	4-yr	Pri-Rel		PA
Lyndon State College	003689	4-yr	Public	Campus	VT
MacCormac College	001716	2-yr	Pri-Ind	Office	IL
MacMurray College	001717	4-yr	Pri-Rel		IL
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb County Community College	002281	2-yr	Public		MI
Madison Business College	003859	2-yr	Pri-Ind		WI
Madonna College	002282	4-yr	Pri-Ind		MI
Mallinckrodt College	001718	2-yr	Pri-Rel		IL
Malone College	003072	4-yr	Pri-Rel		OH
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public		MN
Mansfield State College	003324	4-yr	Public		PA
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian College	001821	4-yr	Pri-Rel		IN
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	2-yr	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Martin Community College	007988	2-yr	Public		NC
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Immaculate Seminary	003295	Theol	Pri-Rel		PA
Mary Washington College	005398	4-yr	Public		VA
Marygrove College	002284	4-yr	Pri-Ind		MI
Maryland College of Art and Design	029116	2-yr	Pri-Ind		MO
Maryland Institute	002080	4-yr	Pri-Ind		MD
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Manhattan College	002768	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Rel		CA
Maryville College	002482	4-yr	Pri-Ind		MO
Maryville College	003505	4-yr	Pri-Rel		TN
Marywood College	003296	4-yr	Pri-Ind		PA
Massachusetts College of Pharmacy and Allied Health Sciences	002165	Other	Pri-Ind		MA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Massasoit Community College	002177	2-yr	Public		MA
Mayville State College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public		NE
McKendree College	001722	4-yr	Pri-Rel		IL
McLennan Community College	003590	2-yr	Public		TX
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Meadville-Lombard Theological School	001732	Theol	Pri-Rel		IL
Medaille College	002777	4-yr	Pri-Ind		NY
Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Medical University of South Carolina	003438	Med	Public	Office	SC
Memphis State University	003509	4-yr	Public		TN
Mendocino College	011672	2-yr	Public		CA
Mennonite Biblical Seminary	001823	Theol	Pri-Rel		IN
Mennonite Brethren Biblical Seminary	010368	Theol	Pri-Rel		CA
Mercer County Community College	004740	2-yr	Public	Main	NJ
Mercer University	008000	Univ	Pri-Rel		GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Mercyhurst College	003297	4-yr	Pri-Rel		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Meridian Junior College	002413	2-yr	Public		MS
Merrimack College	002120	4-yr	Pri-Rel		MA
Merrimack Valley College	900058	2-yr	Public	Campus	NH
Merritt College	001267	2-yr	Public	Main	CA
Mesa College	001358	4-yr	Public		CO
Metropolitan Community College, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Univ	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami-Dade Community College	001506	2-yr	Public	Office	FL
Michigan State University	002290	Univ	Public		MI
Michigan Technological University	002292	Univ	Public		MI
Mid America Nazarene College	007032	4-yr	Pri-Rel		KS
Mid-State Technical Institute	005380	2-yr	Public	Office	WI
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex County College	002615	2-yr	Public		NJ
Midlands Technical College	003993	2-yr	Public		SC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	4-yr	Public		TX
Millersville State College	003325	4-yr	Public		PA
Milligan College	003511	4-yr	Pri-Rel		TN
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Milwaukee Area Technical College	003866	2-yr	Public	Main	WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Bible College	002366	4-yr	Pri-Rel		MN
Minot State College	002994	4-yr	Public		ND
Mississippi Gulf Coast Junior College, Jackson County	002418	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	002419	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Perkinston	002420	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008021	2-yr	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Missouri Baptist College	007540	4-yr	Pri-Rel		MO
Missouri Southern State College	002488	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Moberly Junior College	002491	2-yr	Public		MO
Mohave Community College	011864	2-yr	Public		AZ
Mohawk Valley Community College	002871	2-yr	Public		NY
Molloy College	002775	4-yr	Pri-Rel		NY
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Main	MT
Montana State University	002532	Univ	Public		MT
Montana University, System Office	029072	Univ	Public	Office	MT
Montclair State College	002617	4-yr	Public	Main	NJ
Monterey Peninsula Community College District	001242	2-yr	Public		CA
Montgomery College	006911	2-yr	Public		MD
Montgomery County Community College	004452	2-yr	Public		PA
Montgomery Technical Institute	008087	2-yr	Public		NC
Montreat Anderson College	002948	2-yr	Pri-Rel		NC
Moorhead State University	002367	Univ	Public		MN
Moraine Park Vocational, Technical, and Adult Education, System Office	009256	2-yr	Public	Office	WI
Moraine Valley Community College	007692	2-yr	Public		IL
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Pri-Rel		IA
Morris Brown College	001583	4-yr	Pri-Rel		GA
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Hood Community College	003204	2-yr	Public		OR
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Mary's College	001243	4-yr	Pri-Rel		CA
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mountain Empire Community College	009629	2-yr	Public	Campus	VA
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Mundelein College	001731	4-yr	Pri-Ind		IL
Murray State University	001977	Univ	Public		KY
Muskegon Business College	002296	2-yr	Pri-Ind		MI
Muskingum Area Technical College	008133	2-yr	Public		OH
Nashotah House	003874	Theol	Pri-Rel		WI
Nassau Community College	002873	2-yr	Public		NY
National University	011460	Univ	Pri-Ind		CA
Naval Postgraduate School	001310	Univ	Public		CA
Nazareth College of Rochester	002779	4-yr	Pri-Ind		NY
Nazareth College, Kalamazoo	002298	4-yr	Pri-Ind		MI
Nebraska Wesleyan University	002555	4-yr	Pri-Ind		NE
Neosho County Community College	001936	2-yr	Public		KS
Neumann College	003988	4-yr	Pri-Rel		PA
New Brunswick Theological Seminary	002619	Theol	Pri-Rel	Main	NJ
New England College	002579	4-yr	Pri-Ind		NH
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Vocational-Technical College, Berlin	005291	2-yr	Public	Campus	NH
New Hampshire Vocational-Technical College, Claremont	007560	2-yr	Public	Campus	NH
New Hampshire Vocational-Technical College, Portsmouth	002583	2-yr	Public	Campus	NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Junior College	002605	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University	002657	Univ	Public	Office	NM
New River Community College	005223	2-yr	Public	Main	VA
New School of Music	011146	4-yr	Pri-Ind		PA
New York Theological Seminary	002674	Theol	Pri-Ind		NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara University	002788	Univ	Pri-Rel		NY
Nichols College	002197	4-yr	Pri-Ind		MA
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Adams State College	002187	4-yr	Public		MA
North Carolina Agricultural and Technical State University	002905	Univ	Public		NC
North Carolina Central University	002950	Univ	Public		NC
North Carolina State University, Raleigh	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Ind		IL
North Central Technical College	005313	2-yr	Public		OH
North Country Community College	007111	2-yr	Public		NY
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Dakota State University, Main	009265	Univ	Public	Main	ND
North Florida Junior College	001508	2-yr	Public		FL
North Harris County College	011145	2-yr	Public		TX
North Hennepin Community College	002370	2-yr	Public	Campus	MN
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Theol	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Main	MA
North Texas State University	003594	Univ	Public		TX
North Western College	001883	4-yr	Pri-Rel		IA
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Alabama State Junior College	001031	2-yr	Public		AL
Northeast Iowa Technical Institute	004587	Other	Public		IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Bible College	002623	4-yr	Pri-Ind		NJ
Northeastern Illinois University	001693	Univ	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities, College of Medicine	029045	Med	Public		OH
Northeastern Oklahoma A&M College	003160	2-yr	Public		OK
Northeastern University	002199	Univ	Pri-Ind		MA
Northern Arizona University	001082	Univ	Public	Main	AZ
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009278	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public		MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public	Office	VA
Northland College	003875	4-yr	Pri-Ind		WI
Northrop University	001248	Univ	Pri-Ind		CA
Northwest Bible College	002998	4-yr	Pri-Rel		ND
Northwest Christian College	003208	4-yr	Pri-Rel		OR
Northwest Iowa Technical College	900059	2-yr	Public		IA
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	2-yr	Public		OH
Northwestern University	001739	Univ	Pri-Ind		IL
Norwich University	010874	4-yr	Pri-Ind		VT
Notre Dame College	002584	4-yr	Pri-Rel		NH
Notre Dame College	003085	4-yr	Pri-Rel	Main	OH
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Ohio College Of Podiatric Medicine	003088	Other	Pri-Ind		OH
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University, Chillicothe	003102	2-yr	Public	Campus	OH
Ohio University, Main	003100	Univ	Public	Main	OH
Ohio Wesleyan University	003109	Univ	Pri-Ind		OH
Oklahoma Christian College	003165	4-yr	Pri-Rel		OK
Oklahoma City University	003166	Univ	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma Panhandle State University	003174	4-yr	Public		OK
Oklahoma State University	003170	Univ	Public		OK
Old Dominion University	003728	Univ	Public		VA
Olive-Harvey College	009767	2-yr	Public	Main	IL
Olivet College	002308	4-yr	Pri-Rel		MI
Olivet Nazarene College	001741	4-yr	Pri-Rel		IL
Orange County Community College	002876	2-yr	Public		NY
Oregon Graduate Center	008856	Other	Pri-Ind		OR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Oregon Institute of Technology	003211	4-yr	Public	Main	OR
Oregon State System of Higher Education	009190	Univ	Public	Office	OR
Oregon State University	003210	Univ	Public		OR
Otterbein College	003110	4-yr	Pri-Ind		OH
Our Lady of the Lake University	003598	4-yr	Pri-Rel		TX
Pace University	007970	Univ	Pri-Ind	Main	NY
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific University	003212	Univ	Pri-Rel		OR
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Junior College	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Palo Verde Community College	001259	2-yr	Public		CA
Palomar Community College	001260	2-yr	Public		CA
Paris Junior College	003601	2-yr	Public		TX
Park College	002363	4-yr	Pri-Rel	Main	MO
Parkersburg Community College	003828	2-yr	Public		WV
Parkland College	007118	2-yr	Public		IL
Pasadena College of Chiropractic	029105	Other	Pri-Ind		CA
Passaic County Community College	009994	2-yr	Public		NJ
Patrick Henry Community College	003751	2-yr	Public	Main	VA
Patten College	004490	4-yr	Pri-Rel		CA
Paul Quinn College	003602	4-yr	Pri-Rel		TX
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Payne Theological Seminary	010017	Theol	Pri-Rel		OH
Peace College	002953	2-yr	Pri-Rel		NC
Peirce Junior College	003309	2-yr	Pri-Ind		PA
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Optometry	003311	Other	Pri-Ind		PA
Pennsylvania College of Podiatric Medicine	003312	Med	Pri-Ind		PA
Pennsylvania State University, Shenango Valley	003345	2-yr	Public	Campus	PA
Pennsylvania State University, System Office	003329	Univ	Public	Office	PA
Pensacola Junior College	001513	2-yr	Public	Office	FL
Pepperdine University	001264	Univ	Pri-Rel		CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Bible	003351	4-yr	Pri-Ind		PA
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Plymouth State College	002591	4-yr	Public	Main	NH
Point Loma College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Pomona College	001173	4-yr	Pri-Ind		CA
Portland Community College	003213	2-yr	Public		OR
Portland State University	003216	Univ	Public		OR
Post College	001401	4-yr	Pri-Ind		CT
Potomac State College	003829	2-yr	Public	Campus	WV
Prairie State College	001640	2-yr	Public		IL
Pratt Community College	001938	2-yr	Public		KS
Pratt Institute	002798	4-yr	Pri-Ind		NY
Presbyterian College	003445	4-yr	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Other	Pri Rel		VA
Prince George's Community College	002089	2-yr	Public		MD
Princeton Theological Seminary	002626	Theol	Pri-Rel		NJ
Princeton University	002627	Univ	Pri-Ind		NJ
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Vocational Community College	900060	2-yr	Public		CO
Puget Sound College of the Bible	029046	4-yr	Pri-Rel		WA
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	2-yr	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Quincy College Corporation	001745	4-yr	Pri-Rel		IL
Quinebaug Valley Community College	001530	2-yr	Public	Campus	CT
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Rand Graduate Institute	010441	Other	Pri Ind		CA
Randolph-Macon College	003733	4-yr	Pri-Rel		VA
Randolph-Macon Woman's College	003734	4-yr	Pri-Ind		VA
Rappahannock Community College	009160	2-yr	Public		VA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Reformed Theological Seminary	009193	Theol	Pri-Ind		MS
Regis College	001363	4-yr	Pri-Rel		CO
Regis College	002206	4-yr	Pri-Ind		MA
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind	Main	RI
Richard Bland College	003707	2-yr	Public	Campus	VA
Richard J. Daley College	001649	2-yr	Public	Campus	IL
Richland Community College	010879	2-yr	Public		IL
Ricks College	001625	2-yr	Pri-Rel		ID
Rider College	002628	4-yr	Pri-Ind		NJ
Ringling School of Art and Design	012574	4-yr	Pri-Ind		FL
Rio Grande College and Community College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Rivier College	002586	4-yr	Pri-Rel		NH
Roane State Community College	009914	2-yr	Public		TN
Roanoke College	003736	Univ	Pri-Rel		VA
Roanoke-Chowan Technical Institute	008613	2-yr	Public		NC
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rock Valley College	001747	2-yr	Public		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Roger Williams College	003410	4-yr	Pri-Ind		RI
Rogue Community College	010182	2-yr	Public		OR
Rollins College	001515	4-yr	Pri-Ind		FL
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	Univ	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Roxbury Community College	011930	2-yr	Public	Main	MA
Rush University, Presbyterian-Saint Luke's Medical Center	009800	Med	Pri-Ind		IL
Russell Sage College	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Sacred Heart School of Theology	029114	Theol	Pri-Rel		WI
Saddleback Community College District	008918	2-yr	Public		CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Alphonsus College	001407	4-yr	Pri Rel		CT
Saint Andrew's Presbyterian College	002967	4-yr	Pri-Rel		NC
Saint Anselm's College	002587	4-yr	Pri-Rel		NH
Saint Augustine's College	002968	4-yr	Pri-Rel		NC
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Ind		KY
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	4-yr	Pri-Rel		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint John Fisher College	002821	4-yr	Pri-Ind		NY
Saint John's College	002092	4-yr	Pri-Ind		MD
Saint John's College	002093	4-yr	Pri-Ind	Campus	NM
Saint John's Seminary	002214	Theol	Pri-Rel		MA
Saint John's University	002379	Univ	Pri-Rel		MN
Saint John's University, New York	002823	Univ	Pri-Rel	Main	NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Rel		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University	002506	Univ	Pri-Rel		MO
Saint Louis University, Parks College	003970	4-yr	Pri-Rel	Campus	IL
Saint Martin's College	003794	Univ	Pri-Ind		WA
Saint Mary Seminary	004061	Theol	Pri-Rel		OH
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's College of O'Fallon	002507	2-yr	Pri-Rel		MO
Saint Mary's Dominican College	002028	4-yr	Pri-Rel		LA
Saint Mary's Seminary and University	002096	Theol	Pri-Ind		MD
Saint Mary's University	003623	Univ	Pri-Rel		TX
Saint Mary-of-the-Woods College	001835	4-yr	Pri-Ind		IN
Saint Meinrad College	007276	4-yr	Pri-Rel		IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Patrick's Seminary	010074	Theol	Pri-Rel		CA
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Philip's College	003608	2-yr	Public	Main	TX
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem College	002960	4-yr	Pri-Rel		NC
Salem State College	002188	4-yr	Public	Main	MA
Salisbury State College	002091	4-yr	Public		MD
Sam Houston State University	003606	Univ	Public		TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public	Campus	CA
San Joaquin Delta Community College	001280	2-yr	Public		CA
San Juan Technological Community College	010567	2-yr	Public	Office	PR
Sandhills Community College	002961	2-yr	Public		NC
Sangamon State University	009333	Univ	Public	Main	IL
Santa Barbara City College	001285	2-yr	Public		CA
Santa Monica College	001286	2-yr	Public		CA
Sauk Valley College	001752	2-yr	Public		IL
School for International Training	008860	Other	Pri-Ind	Main	VT
School of the Ozarks	002500	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle Pacific University	003788	Univ	Pri-Rel		WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seton Hall University	002632	Univ	Pri-Rel		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Seward County Community College	008228	2-yr	Public		KS
Shaw College, Detroit	002289	4-yr	Pri-Ind		MI
Shawnee State Community College	012748	2-yr	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Sheridan College	003930	2-yr	Public		WY
Shippensburg State College	003326	4-yr	Public		PA
Shoreline Community College	003791	2-yr	Public		WA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Pri-Rel		SD
Skagit Valley College	003792	2-yr	Public		WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock State College	003327	4-yr	Public		PA
Snead State Junior College	001038	2-yr	Public		AL
Snow College	003679	2-yr	Public		UT
Solano County Community College	001292	2-yr	Public		CA
Somerset County College	007731	2-yr	Public		NJ
South Central Community College	008037	2-yr	Public	Main	CT
South Dakota School of Mines and Technology	003470	Univ	Public	Main	SD
South Dakota State University	003471	Univ	Public		SD
South Oklahoma City Junior College	010391	2-yr	Public		OK
Southeast Community College, Fairbury-Beatrice	002546	2-yr	Public	Campus	NE
Southeast Community College, Lincoln	009591	2-yr	Public	Campus	NE
Southeast Community College, Milford	004723	2-yr	Public		NE
Southeast Community College, System Office	029004	2-yr	Public	Office	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University, Main	001107	Univ	Public	Main	AR
Southern Arkansas University, Technical Branch	007738	2-yr	Public	Campus	AR
Southern California College	001293	4-yr	Pri-Rel		CA
Southern California College of Optometry	001230	4-yr	Pri-Ind		CA
Southern College of Optometry	003517	4-yr	Pri-Ind		TN
Southern Connecticut State College	001406	4-yr	Public	Main	CT
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Maine Vocational Technical Institute	005525	2-yr	Public		ME
Southern Methodist University	003613	Univ	Pri-Rel		TX
Southern Oregon State College	003219	4-yr	Public		OR
Southern Seminary Junior College	003738	2-yr	Pri-Ind		VA
Southern State Community College	012870	2-yr	Public		OH
Southern Technical Institute	001570	4-yr	Public	Main	GA
Southern University in New Orleans	002026	4-yr	Public	Campus	LA
Southern Utah State College	003678	4-yr	Public		UT

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Southern Vermont College	003693	4-yr	Pri-Ind		VT
Southern West Virginia Community College, Logan	003816	2-yr	Public	Campus	WV
Southern West Virginia Community College, System Office	010334	2-yr	Public	Office	WV
Southern West Virginia Community College, Williamson	003817	2-yr	Public	Campus	WV
Southwest Missouri State University	002503	Univ	Public	Main	MO
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwest Wisconsin Vocational-Technical Institute	007669	2-yr	Public		WI
Southwestern Assemblies of God College	003616	4-yr	Pri-Rel		TX
Southwestern College	001294	2-yr	Public		CA
Southwestern College	001940	4-yr	Pri-Ind		KS
Southwestern Community College	001857	2-yr	Public		IA
Southwestern Oklahoma State University	003181	Univ	Public		OK
Southwestern Oregon Community College	003220	2-yr	Public		OR
Southwestern University	003620	Univ	Pri-Rel		TX
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding College	001960	4-yr	Pri Ind		KY
Spartanburg Technical College	003994	2-yr	Public		SC
Spoon River College	001643	2-yr	Public	Main	IL
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Spring Garden College	003363	4-yr	Pri-Ind		PA
Spring Hill College	001041	4-yr	Pri-Ind		AL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield College in Illinois	001761	2-yr	Pri-Rel		IL
Springfield Technical Community College	008078	2-yr	Public		MA
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	2-yr	Public		OH
State Community College	009332	2-yr	Public		IL
State University College, Buffalo	002842	4-yr	Public	Main	NY
State University of Minnesota, System Office	029070	Univ	Public	Office	MN
State University of New Jersey, Rutgers	002629	Univ	Public	Office	NJ
State University of New York Agricultural and Technical College, Alfred	002854	2-yr	Public		NY
State University of New York Agricultural and Technical College, Canton	002857	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York College of Technology, Utica-Rome	006792	Other	Public	Main	NY
State University of New York College, Brockport	002841	4-yr	Public	Main	NY
State University of New York College, Cortland	002843	4-yr	Public	Campus	NY
State University of New York College, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York College, Old Westbury	007109	4-yr	Public	Campus	NY
State University of New York College, Oneonta	002847	4-yr	Public	Main	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York College, Plattsburgh	002849	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York, Binghamton	002836	Univ	Public	Main	NY
State University of New York, Empire State College	010286	4-yr	Public		NY
State University of New York, Research Foundation	900063	Other	Pri-Ind	Main	NY
State University of New York, State College of Optometry	009929	Other	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, Upstate Medical Center	002840	Med	Public	Main	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Sterling College	001945	4-yr	Pri-Rel		KS
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Stonehill College	002217	4-yr	Pri-Rel		MA
Strayer College	001459	4-yr	Pri-Ind		DC
Sue Bennett College	001986	2-yr	Pri Rel		KY
Suffolk University	002218	Univ	Pri-Ind		MA
Sullivan County Community College	002879	2-yr	Public		NY
Suomi College	002322	2-yr	Pri-Rel		MI
Swain School of Design	004665	4-yr	Pri-Ind		MA
Swarthmore College	003370	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Tallahassee Community College	001533	2-yr	Public		FL
Tanana Valley Community College	029093	2-yr	Public	Main	AK
Tarkio College	002513	4-yr	Pri-Rel		MO
Tarleton State University	003631	4-yr	Public		TX
Tarrant County Junior College District	008898	2-yr	Public	Office	TX
Taylor University	001838	4-yr	Pri-Ind		IN
Temple University	003371	Univ	Pri-Ind		PA
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public	Main	OH
Texarkana Community College	003628	2-yr	Public		TX
Texas A&I University	003639	Univ	Public	Campus	TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Texas A&M University, Galveston	010298	4-yr	Public	Campus	TX
Texas A&M University, Main	010366	Univ	Public	Main	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	4-yr	Public		TX
Texas State Technical Institute, Harlingen	009225	2-yr	Public	Campus	TX
Texas Tech University	003644	Univ	Public		TX
Texas Wesleyan College	003645	4-yr	Pri-Rel		TX
Thames Valley State Technical College	001413	2-yr	Public	Main	CT
Thomas College	002052	4-yr	Pri-Ind		ME
Thomas County Community College	001555	2-yr	Pri-Ind		GA
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas Nelson Community College	006871	2-yr	Public		VA
Thornton Community College	001769	2-yr	Public		IL
Tidewater Community College, Chesapeake	900009	2-yr	Public	Main	VA
Tidewater Community College, Frederick	900006	2-yr	Public	Main	VA
Tidewater Community College, System Office	003712	2-yr	Public	Office	VA
Tidewater Community College, Virginia Beach	900007	2-yr	Public	Main	VA
Tompkins Cortland Community College	006788	2-yr	Public		NY
Towson State University	002099	Univ	Public		MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Tri-County Community College	009430	2-yr	Public		NC
Tri-State University	001839	Univ	Pri-Ind		IN
Trinity Christian College	001771	4-yr	Pri-Rel		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Rel		DC
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity University	003647	Univ	Pri-Ind		TX
Triton College	001773	2-yr	Public		IL
Trocaire College	002812	2-yr	Pri-Ind		NY
Troy State University	008003	Univ	Public	Office	AL
Tufts University	002219	Univ	Pri-Ind		MA
Tusculum College	003527	4-yr	Pri-Rel		TN
Tuskegee Institute	001050	Univ	Pri-Ind		AL
Union College	001988	4-yr	Pri-Rel		KY
Union College	002889	4-yr	Pri-Ind		NY
Union College	001988	4-yr	Pri Rel		KY
Union Theological Seminary	002890	Theol	Pri-Rel		NY
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Rel		MN
Universite de Montreal	900061	Univ	Public		
University of Akron	003123	Univ	Public	Main	OH
University of Alabama, Birmingham	001052	Univ	Public	Main	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, Main	001051	Univ	Public	Main	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Main	AK
University of Alaska, Anchorage Community College	001064	2-yr	Public	Campus	AK
University of Alaska, Fairbanks	001063	Univ	Public	Main	AK
University of Alaska, Kenai Peninsula Community College	001066	2-yr	Public	Campus	AK
University of Alaska, Sitka Community College	001069	2-yr	Public	Campus	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Alberta	900062	Univ	Public		
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Main	001108	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Monticello	001085	4-yr	Public		AR
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Irvine	001314	Univ	Public	Main	CA
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Main	CA
University of California, Santa Cruz	001321	Univ	Public	Main	CA
University of California, System Office	001311	Univ	Public	Office	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	900018	Univ	Public	Campus	FL
University of Chicago	001774	Univ	Pri Ind		IL
University of Cincinnati	003125	Univ	Public	Main	OH
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Connecticut	001417	Univ	Public		CT
University of Connecticut, Health Center	009030	Med	Public	Main	CT
University of Dayton	003127	Univ	Pri-Rel		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Dubuque	001891	Univ	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public		FL
University of Georgia	001598	Univ	Public	Main	GA
University of Guam	003935	Univ	Public		GU
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	Univ	Public		HI
University of Hawaii, System Office	007885	Univ	Public	Office	HI
University of Hawaii, Windard Community College	010390	2-yr	Public	Campus	HI
University of Health Sciences, Chicago Medical School	001659	Med	Pri-Ind		IL
University of Houston, Clear Lake City	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	4-yr	Public	Campus	TX
University of Houston, Main	003652	Univ	Public	Main	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago Circle	001776	Univ	Public	Main	IL
University of Illinois, Medical Center	003960	Med	Public	Main	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Main	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kansas, Medical Center	004605	Med	Public	Campus	KS
University of Kentucky	001989	Univ	Public		KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-yr	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin, Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore	002104	Univ	Public	Main	MD
University of Maryland, Baltimore County	002105	Univ	Public	Main	MD
University of Maryland, College Park	002103	Univ	Public	Main	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Main	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Maryland, University College	011644	Univ	Public	Main	MD
University of Massachusetts	002221	Univ	Public	Main	MA
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Minneapolis-Saint Paul	003969	Univ	Public	Main	MN
University of Minnesota, Morris	002389	4-yr	Public	Campus	MN
University of Mississippi, Main	002440	Univ	Public	Main	MS
University of Mississippi, Medical Center	004688	Med	Public		MS
University of Missouri, Columbia	002516	Univ	Public	Main	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	4-yr	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Main	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of Nevada, System Office	008026	Univ	Public	Office	NV
University of New Hampshire, Main	002589	Univ	Public	Main	NH
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Haven	001397	Univ	Pri-Ind		CT
University of New Mexico, Gallup	006881	2-yr	Public	Campus	NM
University of New Mexico, Main	010313	Univ	Public	Main	NM
University of New Mexico, System Office	010312	Univ	Public	Office	NM
University of New Orleans	002015	Univ	Public		LA
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	4-yr	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Main	NC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Other	Public		FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Oklahoma, Norman	003184	Univ	Public	Campus	OK
University of Oklahoma, System Office	008041	Univ	Public	Office	OK
University of Oregon, Health Sciences Center	004882	Med	Public	Campus	OR
University of Oregon, Main	003223	Univ	Public	Main	OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Puerto Rico, Cayey University College	007206	4-yr	Public	Campus	PR
University of Puerto, Mayaguez	003944	Univ	Public	Campus	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public		RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Univ	Public		AL
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, System Office	008049	Univ	Public	Office	SC
University of South Dakota, Main	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Mississippi	002441	Univ	Public		MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Ind		OH
University of Tampa	001538	4-yr	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Med	Public	Main	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Main	TN
University of Tennessee, Knoxville	003530	Univ	Public	Main	TN
University of Tennessee, Martin	003531	Univ	Public	Main	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Main	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Main	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	011163	Univ	Public	Main	TX
University of Toledo	003131	4-yr	Public		OH
University of Tulsa	003185	Univ	Pri-Rel		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Univ	Public	Main	VA
University of West Florida	003955	Univ	Public	Campus	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Main	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Main	WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Main	WI
University of Wisconsin, Parkside	005015	Univ	Public	Main	WI
University of Wisconsin, Platteville	003921	Univ	Public	Main	WI
University of Wisconsin, Stout	003915	Univ	Public	Main	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Main	WI
University of Wyoming	003932	Univ	Public		WY
University of the District of Columbia	029100	Univ	Public		DC
University of the Pacific	001329	Univ	Pri-Ind		CA
University of the South	003534	4-yr	Pri-Rel		TN
Upsala College	002644	4-yr	Pri-Rel		NJ
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah State University	003677	Univ	Public		UT
Utah Technical College, Provo-Orem	004027	2-yr	Public	Campus	UT
Utah Technical College, Salt Lake	005220	2-yr	Public		UT
Utica College of Syracuse University	002883	4-yr	Pri-Ind	Campus	NY
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA

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Valparaiso University	001842	Univ	Pri-Rel		IN
Vennard College	001894	4-yr	Pri-Ind		IA
Ventura County Community College, System Office	006863	2-yr	Public	Office	CA
Vermilion Community College	002350	2-yr	Public		MN
Vernon Regional Junior College	010060	2-yr	Public	Main	TX
Victor Valley College	001335	2-yr	Public		CA
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Community College, System Office	008904	2-yr	Public	Office	VA
Virginia Highlands Community College	007099	2-yr	Public	Main	VA
Virginia Military Institute	003753	4-yr	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State University	003764	Univ	Public		VA
Virginia Union University	003766	4-yr	Pri-Rel		VA
Vista College	900027	2-yr	Public	Main	CA
Viterbo College	003911	4-yr	Pri-Ind		WI
Volunteer State Community College	009912	2-yr	Public		TN
Wabash College	001844	Univ	Pri-Ind		IN
Wagner College	002899	4-yr	Pri-Rel		NY
Wake Forest University	002978	Other	Pri-Rel		NC
Wake Technical College	004844	2-yr	Public		NC
Wallace State Community College	007871	2-yr	Public		AL
Walsh College of Accountancy and Business Administration	004071	Other	Pri-Ind		MI
Walters State Community College	008863	2-yr	Public	Office	TN
Warner Southern College	008848	4-yr	Pri-Rel		FL
Warren Wilson College	002979	4-yr	Pri-Rel		NC
Washington Bible College	001462	4-yr	Pri-Ind		MD
Washington College	002108	4-yr	Pri-Ind		MD
Washington State University	003800	Univ	Public		WA
Washington Technical College	010453	2-yr	Public		OH
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Other	Public		WI
Waycross Junior College	029028	2-yr	Public	Main	GA
Wayne Community College	002980	2-yr	Public		NC
Wayne State College	002566	4-yr	Public		NE
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Pri-Ind		PA
Weber State College	003680	4-yr	Public	Main	UT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesley College	001433	4-yr	Pri-Rel		DE
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Chester State College	003328	4-yr	Public		PA
West Coast University	007994	Univ	Pri-Ind		CA
West Georgia College	001601	4-yr	Public		GA
West Hills Community College	001176	2-yr	Public		CA
West Texas State University	003665	Univ	Public		TX
West Valley Joint Community College, System Office	029139	2-yr	Public	Office	CA
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Institute of Technology	003825	4-yr	Public		WV
West Virginia Northern Community College	009054	2-yr	Public		WV
West Virginia School of Osteopathic Medicine	011245	Med	Public		WV
West Virginia State College	003823	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
Westark Community College	001110	2-yr	Public		AR
Westchester Community College	002881	2-yr	Public	Main	NY
Western Carolina University	002981	Univ	Public	Campus	NC
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public		MT
Western Nebraska Technical Community College, System Office	002560	2-yr	Public	Office	NE
Western New England College	002226	Other	Pri-Ind		MA
Western State College of Colorado	001372	4-yr	Public		CO
Western State University, College of Law	029039	Law	Pri-Ind	Main	CA
Western States Chiropractic College	012309	Other	Pri-Ind		OR
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Western Wisconsin Technical Institute	003840	Other	Public	Main	WI
Western Wyoming Community College	003933	2-yr	Public		WY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster Choir College	002646	4-yr	Pri-Ind		NJ
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College	003681	4-yr	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Public		PA
Wharton County Junior College	003668	2-yr	Public		TX
Whatcom Community College	010364	2-yr	Public		WA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whitman College	003803	4-yr	Pri-Ind		WA
Whitworth College	003804	4-yr	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Wilbur Wright College	001655	2-yr	Public	Campus	IL
Wilkes College	003394	4-yr	Pri-Ind		PA
Willamette University	003227	Univ	Pri-Ind		OR
William Jewell College	002524	4-yr	Pri-Rel		MO
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Mitchell College of Law	002391	Law	Pri-Ind		MN
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public	Campus	SC
Williamsport Area Community College	003395	2-yr	Public		PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilson County Technical Institute	004845	2-yr	Public		NC
Wingate College	002985	4-yr	Pri-Rel		NC
Winona State University	002394	Univ	Public	Campus	MN
Winthrop College	003456	4-yr	Public		SC
Wisconsin Conservatory of Music	003913	4-yr	Pri-Ind		WI
Wittenberg University	003143	4-yr	Pri-Rel		OH
Wood Junior College	002448	2-yr	Pri-Rel		MS
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worcester State College	002190	4-yr	Public	Main	MA
Wright State University	009168	Univ	Public	Main	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Ind		OH
Yakima Valley Community College	003805	2-yr	Public	Main	WA
Yale University	001426	Univ	Pri-Ind	Office	CT
Yavapai College	001079	2-yr	Public	Main	AZ
Yeshiva University	002903	Univ	Pri-Ind		NY
York College of Pennsylvania	003399	4-yr	Pri-Ind		PA
York Technical College	003996	2-yr	Public		SC
Youngstown State University	003145	Univ	Public		OH

1980-81

Compensation Survey

CONDUCTED BY

THE COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

Dear Colleague,

August, 1980

Once again we are asking your assistance to make the 1980-81 "Ad Comp" a success.

As you are well aware, the "Ad Comp" has become an invaluable aid to higher education administrators in their annual planning and budget-making efforts. As the number of participants in the Survey grows each year, so grows the data base and the accuracy of the Survey.

The "Special Studies" CUPA provides have also been growing in popularity. More and more institutions are taking advantage of these low cost data base searches which allow users to request reports on Survey data that are tailored to their specific needs. These reports will become even more useful as participation in the Survey grows.

Thus, we are asking you to assist us by filling in and returning the form to CUPA by September 30, 1980. The faster you return the form to CUPA at the address listed in the instructions, the quicker we can get the results to you. We ask that the information you report follow precisely our instructions; this will save our computer center staff time in processing the data.

This year's questionnaire has been significantly altered to make it easier for you to respond. Should you, however, have any problems filling out the form please call (202) 462-1038 and ask a CUPA staff member for help.

Copies of the questionnaire are being sent to the President's Office of each higher education institution in the United States and to the key representative of every CUPA member institution. Please coordinate your efforts so that only one questionnaire is returned by your institution.

Thank you for your time and effort in reporting your data and we look forward to your continual participation in the Survey in years to come.

Sincerely,

Stephen S. Miller

Stephen S. Miller
Executive Director, CUPA

1980-81 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE ONLY BY SEPTEMBER 30, 1980 TO: CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213. IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202) 462-1038.

I. GENERAL

1. PRINT or TYPE all information.

2. Do not use abbreviations.

3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.

4. **Return only the questionnaire form.**

5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate inputting of the rest of your answers to the questionnaire.)

A. FICE Identification Code - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. Unique to each institution, the Federal Interagency Committee on Education (FICE) identification code is an unstructured number used for statistical purposes. The primary purpose of FICE is the precise identification of a particular institution of higher education. If you are unsure of, or cannot find the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years Reports indicates FICE Codes for institutions which have previously participated.)

B. Institutional Identification

1. Name/Address - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title and telephone number.

2. Classifications - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.

3. Source of Support - Indicate whether your institution is public, private and religious group affliated , or private and independent.

4. System Structure - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus of a system, or a branch campus of a system.

5. Size Measures - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, professional staff, and total 1980-81 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.

(**Important Note**: If you check "administrative office of a system" in Question 4, please provide system-wide figures for the four parts to Question 5. If you check "main campus of a system" or "branch campus of a system" in Question 4, provide main campus or branch campus figures, respectively in Question 5.)

III. SURVEY POSITION INSTRUCTIONS

GENERAL. Most of the positions identified in the Survey are common to typical college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" which follow. Do not indicate data for a position which is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months which salaries cover.

Positions 51.0 - 56.0 represent titles which indicate frequently found combinations of administrative responsibility such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 51.0 - 56.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do **not** report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 54.0. Do not report it as position number 36.0 which is reserved for Director of Admissions only or position number 39.0 which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months which that salary covers. Report all salaries at full time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth $9,000. Enter $9,000 as the FTE salary and 9 months as the term covered.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 23.0. If that person reports to the Director of Personnel/Human Resources, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; American Indian; Oriental; Mexican American/Chicano; and Puerto Rican-American.

A. FICE CODE _____

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type, Do not abbreviate. Detach and mail by September 30 to: CUPA SURVEYS, P.O. Box 71114, Pittsburgh, Pa. 15213. If you have questions call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESSES

Name of Institution

Address of Institution City/State/Zip

Name of respondent Title of respondent Telephone

_____ 2. CLASSIFICATION (check one)

a. _____ 2 Year College
b. _____ 4 Year College
c. _____ University
d. _____ Law School
e. _____ Medical School or Center
f. _____ Theological Seminary
g. _____ Other (please note below)

_____

_____ 3. SOURCE OF SUPPORT (check one)

a. _____ Public
b. _____ Private, religious group affiliated
c. _____ Private, independent

_____ 4. SYSTEM STRUCTURE

a. _____ A single institution
b. _____ An administrative office of a system
c. _____ A main campus of a system
d. _____ A branch campus of a system

5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. Main campuses provide figures for main campuses and branch campuses should supply figures only for the branch campus.)

a. _____ Total full-time equivalent ENROLLMENT

b. _____ Total full-time equivalent FACULTY

c. _____ Total full-time equivalent PROFESSIONAL STAFF

d. _____ Total 1980-81 BUDGET (BUDGET includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.)

1980-81
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please provide them on a separate sheet of paper.

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Internal Promotion or Outside Hire? (circle one)	Years of Service in Present Position	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
1.0 Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)				I O		M F	Y N
2.0 Chief Executive Officer of a **Single Institution** (President/Chancellor)				I O		M F	Y N
3.0 Executive Vice President				I O		M F	Y N
4.0 Chief Academic Officer				I O		M F	Y N
5.0 Chief Business Officer				I O		M F	Y N
6.0 Chief Student Affairs Officer				I O		M F	Y N
7.0 Chief Development Officer				I O		M F	Y N
8.0 Chief Public Relations Officer				I O		M F	Y N
9.0 Chief Planning Officer				I O		M F	Y N
10.0 Director, Personnel/ Human Resources				I O		M F	Y N
11.0 Chief Health Professions Officer				I O		M F	Y N
12.0 Chief Budgeting Officer				I O		M F	Y N
13.0 Director, Legal Services				I O		M F	Y N
14.0 Registrar				I O		M F	Y N
15.0 Director, Church Relations				I O		M F	Y N
16.0 Director, Learning Resources Center				I O		M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Internal Promotion or Outside Hire? (circle one)	Years of Service in Present Position	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
17.0 Director, Library Services				I O		M F	Y N
18.0 Director, Computer Services				I O		M F	Y N
19.0 Director, Educational Media Services				I O		M F	Y N
20.0 Director, Institutional Research				I O		M F	Y N
21.0 Director, Special and Deferred Gifts				I O		M F	Y N
22.0 Administrator, Grants and Contracts				I O		M F	Y N
23.0 Director, Affirmative Action/ Equal Employment				I O		M F	Y N
24.0 Director, Employee Training				I O		M F	Y N
25.0 Comptroller				I O		M F	Y N
26.0 Director, Internal Audit				I O		M F	Y N
27.0 Bursar				I O		M F	Y N
28.0 Director, Food Services				I O		M F	Y N
29.0 Director, Physical Plant				I O		M F	Y N
30.0 Director, Purchasing				I O		M F	Y N
31.0 Director, Bookstore				I O		M F	Y N
32.0 Director, Campus Security				I O		M F	Y N
33.0 Director, Information Systems				I O		M F	Y N
34.0 Director, News Bureau				I O		M F	Y N
35.0 Director, Auxiliary Services				I O		M F	Y N
36.0 Director, Admissions				I O		M F	Y N
37.0 Director, Foreign Students				I O		M F	Y N
38.0 Director, International Studies Education				I O		M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Internal Promotion or Outside Hire? (circle one)	Years of Service in Present Position	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
39.0 Director, Student Financial Aid				I O		M F	Y N
40.0 Director, Student Placement				I O		M F	Y N
41.0 Director, Student Counseling				I O		M F	Y N
42.0 Director, Student Union				I O		M F	Y N
43.0 Director, Student Health Services				I O		M F	Y N
44.0 Director, Student Housing				I O		M F	Y N
45.0 Director, Athletics				I O		M F	Y N
46.0 Director, Campus Recreation/Intramurals				I O		M F	Y N
47.0 Director, Alumni Affairs				I O		M F	Y N
48.0 Director, Information Office				I O		M F	Y N
49.0 Director, Community Services				I O		M F	Y N
50.0 Administrator, Hospital Medical Center				I O		M F	Y N
* * * * * * * * COMBINED RESPONSIBILITY * * * * * * * *							
51.0 Chief Planning & Budget Officer				I O		M F	Y N
52.0 Chief Development & Public Relations Officer				I O		M F	Y N
53.0 Director, Personnel & Affirmative Action				I O		M F	Y N
54.0 Director, Admissions & Financial Aid				I O		M F	Y N
55.0 Director, Housing & Food Service				I O		M F	Y N
56.0 Director, Development & Alumni Affairs				I O		M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Internal Promotion or Outside Hire? (circle one)	Years of Service in Present Position	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
* * * * * * * * * * * DEANS * * * * * * * * * *							
57.0 Architecture				I O		M F	Y N
58.0 Agriculture				I O		M F	Y N
59.0 Arts and Letters				I O		M F	Y N
60.0 Arts and Sciences				I O		M F	Y N
61.0 Business				I O		M F	Y N
62.0 Communications				I O		M F	Y N
63.0 Continuing Education				I O		M F	Y N
64.0 Dentistry				I O		M F	Y N
65.0 Education				I O		M F	Y N
66.0 Engineering				I O		M F	Y N
67.0 Experimental Programs				I O		M F	Y N
68.0 Extension				I O		M F	Y N
69.0 Fine Arts				I O		M F	Y N
70.0 Graduate Programs				I O		M F	Y N
71.0 Health Related Professions				I O		M F	Y N
72.0 Home Economics				I O		M F	Y N
73.0 Humanities				I O		M F	Y N
74.0 Instruction				I O		M F	Y N
75.0 Law				I O		M F	Y N
76.0 Library & Information Sciences				I O		M F	Y N
77.0 Mathematics				I O		M F	Y N
78.0 Medicine				I O		M F	Y N
79.0 Music				I O		M F	Y N
80.0 Nursing				I O		M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Internal Promotion or Outside Hire? (circle one)	Years of Service in Present Position	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
81.0 Occupational Studies/ Vocational Education/ Technology				I O		M F	Y N
82.0 Pharmacy				I O		M F	Y N
83.0 Public Health				I O		M F	Y N
84.0 Sciences				I O		M F	Y N
85.0 Social Sciences				I O		M F	Y N
86.0 Social Work				I O		M F	Y N
87.0 Special Programs				I O		M F	Y N
88.0 Undergraduate Programs				I O		M F	Y N
89.0 Veterinary Medicine				I O		M F	Y N

Thank you for your participation!

Stephen S. Miller
CUPA Executive Director

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 30, 1980 to:
CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

APPENDIX D

1980-81 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to insure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of an institution or a system of higher education, who reports to a governing board.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education. Reports to a President/Chancellor of a university-wide system or multi-college district.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar and library activities. Reports to the Chief Executive Officer.

5.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting and related matters.

6.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations and related functions.

7.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations and information office activities.

8.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations and information office services.

9.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning and many also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 DIRECTOR, PERSONNEL/HUMAN RESOURCES: Administers institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration and, where applicable, labor relations.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 DIRECTOR, LEGAL SERVICES: The principal salaried staff person responsible for advising the institution on its legal rights, obligations or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classrooms scheduling, maintenance of student records and related matters.

15.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es).

16.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services and special collections.

18.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major administrative computing activities. Functions typically include computer programming, systems studies and computer operations.

19.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

20.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

21.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

22.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

23.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university-wide program designed to insure equality of opportunity on an individual basis without giving preference in opportunity to any group.

24.0 DIRECTOR, EMPLOYEE TRAINING: This function directs and coordinates the various training services for employees of the institution, which may include in-house training for management and faculty as well as staff.

25.0 COMPTROLLER: Directs accounting, payroll, cashiering and related functions. May also have responsibility for office services, such as mail and telephone.

26.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory functions on internal auditing and systems accounts which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

27.0 BURSAR: Custodian of institutional funds.

28.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

29.0 DIRECTOR, PHYSICAL PLANT: The senior administrative official responsible for the construction, rehabilitation and maintenance of physical facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation and parking.

30.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

31.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

32.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

33.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

34.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

35.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services; typically food service, book store, housing, vending, student unions, and printing but may include a variety of services and operations.

36.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

37.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

38.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

39.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

40.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

41.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

42.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities and arrangements for special functions or activities.

43.0 DIRECTOR, STUDENT HEALTH SERVICES: Directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

44.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

45.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

46.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

47.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

48.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines and other publications.

49.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural and recreational services to the community.

50.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 50.0 is the same official as 11.0, please ignore 50.0).

51.0 - 56.0 COMBINED RESPONSIBILITY POSITIONS: Positions 51.0 - 56.0 represent titles which indicate frequently found combinations of administrative responsibility such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 51.0 - 56.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do not report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 54.0. Do not report it as position number 36.0 which is reserved for Director of Admissions only or position number 39.0 which is reserved for Director of Student Financial Aid only.

57.0 - 89.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

APPENDIX E

CUPA ADMINISTRATIVE COMPENSATION SURVEY — SPECIAL STUDY ORDER FORM
(COPY THIS FORM AND KEEP ORIGINAL FOR YOUR FILES)

Please read through entire form before beginning to fill it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have ANY questions call Sandy Shapiro at (202) 462-1038. Barring unforeseen technical difficulties, you will receive your report(s) within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name _____ Title _____

Institution _____ Phone ( ) _____

Mailing Address _____

City, State and Zip _____

Did your institution participate in the 1980-81 Survey? _____ Yes _____ No

Is your institution a CUPA member? _____ Yes _____ No

Do you want data from the _____ 1980-81 Survey, the _____ 1979-80 Survey, the _____ 1978-79 Survey?
(Check one, two or three years)

COMPLETE ONE OF THE FOLLOWING SECTIONS: I, II, OR III.

1. If you wish to receive data compiled on the basis of general institutional characteristics, answer as many of the following questions as there are characteristics which are important to you.

A. SYSTEM STRUCTURE (check as many as desired):

1. _____ A single institution
2. _____ An administrative office of a system
3. _____ A main campus of a system
4. _____ A branch campus of a system
5. _____ Not applicable to my request

B. CLASSIFICATION (check as many as desired):

1. _____ 2 Year College
2. _____ 4 Year College
3. _____ University
4. _____ Law School
5. _____ Medical School or Center
6. _____ Theological Seminary
7. _____ Other (please note below)

_____

8. _____ Not applicable to my request

C. SOURCE OF SUPPORT (check as many as desired):

1. _____ Public
2. _____ Private, religious group affiliated
3. _____ Private, independent
4. _____ Not applicable to my request

D. EDUCATION AND GENERAL BUDGET (specify number/range in one of the following):

1. Less than $_____
2. More than $_____
3. Between $_____ and $_____
4. _____ Not applicable to my request

E. FTE STUDENT ENROLLMENT (specify number/range in one of the following):

1. Less than _____
2. More than _____
3. Between _____ and _____
4. _____ Not applicable to my request

F. FTE FACULTY (specify number/range in one of the following):

1. Less than _____
2. More than _____
3. Between _____ and _____
4. _____ Not applicable to my request

G. FTE NON-TEACHING STAFF (specify number/range in one of the following):

1. Less than _____
2. More than _____
3. Between _____ and _____
4. _____ Not applicable to my request

H. GEOGRAPHIC AREA (complete ONE of the following):

1. Geographical Regions (check as many as desired):

   a. Eastern (Conn., Del., D.C., Maine, Md., Mass., N.H., N.J., N.Y., Penn., R.I., Vt., W.Va., Canada)
   b. Midwestern (Ill., Ind., Iowa, Kans., Mich., Mo., Nebr., N. Dak., Ohio, S. Dak., Wis., Minn.)
   c. Southern (Ala., Fla., Ga., Ky., La., Va., Miss., N.C., S.C., Tenn., Puerto Rico)
   d. Southwestern (Ariz., Ark., Colo., N. Mex., Okla., Tex.)
   e. Western (Calif., Hawaii, Nev., Guam)
   f. Northwestern (Alaska, Idaho, Mont., Wyo., Oreg., Utah, Wash.)
   g. Not applicable to my request

2. States (please do not abbreviate; list all states in which you have an interest)

   _____

   _____

   _____

3. _____ Not applicable to my request.

II. If you wish to receive data from a number of specific institutions, examine "Appendix B (p. 96) — Responding Institutions" -- of the 1980-81 Ad Comp Survey and choose TEN OR MORE (a confidentiality provision) institutions and list their names and city/states or attach additional pages. (If you don't have access to the 1980-81 Survey then list the institutions and you'll be contacted about difficulties, if any.) If you want a report on 1979-80 data see Appendix B (p. 86) of the 1979-80 Ad Comp Survey or for 1978-79 data see Appendix B (p. 96) of the 1978-79 Ad Comp Survey.

_____

_____

_____

III. If you are unable to state your requirements in either of the above ways for whatever reason, use the space below (or attach additional pages) to describe your interests/concerns and you'll be contacted to discuss them.

_____

_____

_____

Mail this form and a check payable to: CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036. Fees for standard studies (Section I or II) are $100 each for CUPA members that participated in the 1980-81 survey; $135 for CUPA members that did not, and the same price for nonmembers that did participate; and $200 for nonmembers that did not participate. Fees cover one year of data so the fees double for the same study done on two years of data. Fees for special studies (Section III) are negotiated with CUPA on a case-by-case basis.

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